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CONTRACT

Between

Farmingdale Federation of Teachers, Inc.
Local 1889, NYSUT, AFT, AFL-CIO

And

Board of Education
Farmingdale Union Free School District
Towns of Oyster Bay and Babylon
Counties of Nassau and Suffolk
State of New York

July 1, 2001 – June 30, 2005

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NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

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PREAMBLE

The Board of Education of the Farmingdale U.F.S.D. (hereinafter called the Board) and Superintendent of Schools, and the Farmingdale Federation of Teachers, Inc., Local 1889, NYSUT, AFT, AFL-CIO (hereinafter called the Federation), recognize that the highest quality of education consistent with community, state, and national resources is a common responsibility. Relationships must therefore be maintained which are based on this goal and on the concept of education as a public trust.

All parties concerned recognize that teaching is a profession. The Board of Education herewith acknowledges and declares its cooperative intention with respect to the teachers' just aspirations for self-fulfillment and advancement in their profession, as well as their right to productive and pleasant working conditions and remuneration commensurate with the importance of the educational task they perform.

The Board of Education and the teachers recognize that the Superintendent of Schools is the Board's executive officer, professional advisor to the Board, the chief administrator of the schools, the administrative leader of the professional staff, and a focal point of responsibility within the school system. The Board of Education and the teachers recognize that the Superintendent exercises professional leadership and encourages his/her associates to engage in the development of forward-looking proposals for study and adoption by the Board and the administration in matters of professional growth and personal welfare.

All parties concerned recognize that the best interests of public education will be served by establishing procedures to provide an orderly method for the Board and representatives of the Federation to negotiate matters of mutual concern and to seek a mutually satisfactory agreement on these matters. To this end, free and open exchange of views is desirable and necessary, with all parties participating in deliberations. Therefore, the Board and the Federation hereby adopt the following procedures. It is hereby agreed that both parties and all those in administrative and supervisory capacity shall comply with the provisions contained in this contract.

ARTICLE I - Recognition

The Board recognizes the Federation as the exclusive representative of the classroom teachers of the Farmingdale U.F.S.D. certified by the State Department of Education, including those with tenure or on probation.

The term "teacher" includes, but is not limited to, classroom teachers, itinerant teachers, school nurse-teachers, librarians, guidance counselors, psychologists, speech and hearing therapists, and substitute teachers holding valid New York State teaching certificates. Any teacher who evaluates another teacher pursuant to a job description as adopted by the Board of Education is not covered by this Contract. The term "Federation" used in this Contract shall mean the Farmingdale Federation of Teachers, Inc., Local 1889, NYSUT, AFT, AFL-CIO as incorporated by the Board of Regents in behalf of the University of the State of New York in 1962.

As a condition for continuation of recognition, the Federation shall submit to the Board by November 15th during each school year of the term of this Contract a verified statement of the number of dues-paying members of the Federation showing a membership of more than fifty (50) per cent of the professional teaching staff regularly employed on a full-time basis, working toward or on tenure, in the school district.

This recognition shall not impair the rights of any employee or group of employees under the Constitution and laws of New York State.

ARTICLE II - Collective Bargaining

A. Negotiation Procedures

1. The Board and the Federation shall negotiate procedures set forth herein carried out in good faith to reach mutual understanding and agreement.

Such negotiations shall include, but not be limited to, interpretation of contract, the handling of grievances, salaries, fringe benefits, teaching load, performance of non-teaching duties (extra-curricular duties, remuneration and assignment procedures, clerical duties, etc.), teacher facilities, teaching assignments, transfers, promotions, summer school, protection of teachers and professional improvement and professional standards. Both parties agree to negotiate in a good faith effort to reach agreement concerning said matters. Disputes over the conditions set forth in this Contract shall first be brought to the Office of the Superintendent.

Any agreement so negotiated shall apply to all teachers and shall be reduced to writing and signed by the Board and the Federation. It is expressly understood that any such Contract is binding only to the extent permitted under the laws of the State of New York and the United States.

2. The Board agrees that this contract will be subject to revision on or before the June prior to the expiration of the agreement for the purpose of negotiation over all matters concerning teachers' salaries, fringe benefits, working conditions and related matters for the fiscal year(s) following the expiration date of this Agreement. Either party may initiate such negotiations by making written proposals.

The Board, the Superintendent, and the Federation, in accordance with reasonable requests, agree to furnish all available information concerning financial resources of the district, tentative budgetary requirements and allocations, and such other information as will assist in developing intelligent, accurate, and constructive programs on behalf of the teachers and their students.

3. During negotiations, the Board and the Federation shall present relevant data, exchange points of view, make proposals and counterproposals. Both parties shall make available to each other for inspection all records pertinent to matters being negotiated. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiation. If either the Board or the Federation invites an outside consultant to attend a negotiating meeting, advance notice will be given the other party.

4. If either party to this Contract determines that negotiations under this Contract have reached an impasse, written notice of intent of 48 hours shall be provided the other party. The provisions of Section #209 of the Public Employees' Fair Employment Act shall apply. The 48-hour period shall be outside of the 60-day limit of the Taylor Law.

5. All employees covered by its terms shall receive a copy of the contract between the Farmingdale Federation of Teachers, Inc., Local 1889, NYSUT, AFT, AFL-CIO and the Board of Education at the time of employment and at the beginning of each school year.

B. Negotiations over Matters not Covered by Terms of the Contract

1. Members of the Administration are prohibited from changing the terms of working conditions or matters related thereto as set forth herein. Before the Board adopts a change in policy which affects salaries, fringe benefits, working conditions or matters related thereto which are not covered by the terms of this Contract and may not have been proposed by the Federation, the Board will notify the Federation in writing that it is considering such a change. The Federation shall have the right to negotiate on such proposed changes with the Board provided that it files such a request with the Board within five days after receipt of said notice.

2. Any agreement reached with the Board shall be reduced to writing, shall be signed by both parties, and shall become an addendum to this Contract.

3. The Board agrees not to negotiate with any teachers' group other than the Federation for the duration of this Contract.

4. If the Board and Federation cannot agree on a proposed contract change, the present Contract shall remain in full force and effect until its expiration.

ARTICLE III Grievance Procedures for Teachers Farmingdale U.F.S.D.

A. Resolution of Board of Education

The Board of Education of the Farmingdale U.F.S.D., in compliance with Article 16 of the General Municipal Law (Chapter 554 of the Laws of 1962) regarding the establishment of grievance

procedures for public employees, does hereby establish and adopt the following procedures for the settlement of grievances of members of the teaching staff of the Farmingdale U.F.S.D. to be effective September 30, 1963.

B. Declaration of Policy

In order to establish a more harmonious and cooperative relationship between teachers, administrators, and members of the Board of Education which will enhance the educational program of the Farmingdale U.F.S.D., it is hereby declared to be the purpose of these procedures to provide for orderly settlement of certain differences promptly and fairly as they arise and to assure equitable and proper treatment of teachers pursuant to established policies, rules and regulations of the District. The provisions of these procedures shall be liberally construed for the accomplishment of this purpose.

C. Basic Principles

1. It is the intent of these procedures to provide for the settlement of differences at the earliest possible stage of the procedures in a fair and equitable manner. The resolution of a grievance at the earliest stage is encouraged.
2. Every teacher shall have the right to present grievances in accordance with these procedures, free from coercion, interference, restraint, discrimination or reprisal - either directly or indirectly.
3. Every teacher shall have the right to be represented at any stage of the procedures by no more than three persons of his/her own choice. The administration shall also be entitled to an equal number of persons.
4. Each administrator shall have the responsibility to consider each grievance presented to him/her and make a written determination within the authority delegated to him/her and within the time specified in these procedures.
5. Each party to a grievance shall have access to all written statements and records pertaining to such case.
6. All hearings shall be confidential.
7. It shall be the responsibility of the chief administrator of the District to take such steps as may be necessary to give force and effect to these procedures.
8. Modification of this procedure shall be instituted in the same manner as in the original development of this grievance procedure.
9. The function of these procedures is to assure equitable and proper treatment under the policies and the rules of the District.
10. All rules and regulations pertaining to personnel shall be written and a copy shall be made readily available to all teachers in the library of each school building.

D. Definitions

1. Administrator shall mean any professional employee responsible for or exercising any degree of supervision or authority over a teacher.
2. Teacher shall mean any employee whose position requires certification by the State Education Department, or any group of such employees, who does not fall under the definition of administrator above.

Teacher shall also mean the Federation, but the Federation may enter only class or group grievances involving more than one person or the bargaining unit as a whole.

3. Chief Administrator shall mean the superintendent of the District or his/her designee.
4. Immediate Supervisor shall mean the administrator to whom the teacher is directly responsible (e.g., department chairperson, building principal or superintendent).

For personnel who are in the division of Pupil Personnel Services and who are not assigned to a specific building, the immediate supervisor shall be the administrator in charge of pupil personnel. For teachers not assigned to a specific building, the immediate supervisor shall be the building principal in whose building the grievance has occurred. If the grievance is with the administrator of districtwide capacity, the grievance shall be filed with the Superintendent of Schools.

5. Representative shall mean the person or persons designated by the aggrieved teacher as his/her counsel or to act on his/her behalf.
6. A Grievance shall be defined in two parts as follows:
 - a. A Contract Grievance shall mean any claimed violation, misinterpretation or misapplication of a stated, specific provision of this Contract expressly covered herein. Such a grievance shall describe the specific provision of the Contract claimed to be violated.
 - b. A Policy Grievance shall mean any claimed violation, misinterpretation or inequitable application of any existing laws, policies, rules or regulations of the school district which relate to or involve a teacher in the execution of the duties assigned to him/her.

In the absence of a specifically described provision of the Contract claimed to be violated, the grievance shall be presumed to be a policy grievance.

7. Day, as used in these procedures, shall be a day in which school is legally in session.

E. Procedures

1. Stage 1

The aggrieved teacher shall present his/her grievance in writing to his/her immediate superior who shall discuss the grievance with the aggrieved teacher or with the teacher and his/her representative(s), if any. In the event that the teacher has a representative, authorization for such representation shall be presented to the parties involved and representatives shall present a written statement of grievance in lieu of one signed by the teacher, but certified to its accuracy by the grievant.

The immediate supervisor shall render his/her determination in writing to the aggrieved teacher within three school days after the grievance has been discussed by the parties concerned.

Failure to adhere to the stipulated time limit at each stage may result in the aggrieved proceeding immediately to the next stage.

If such grievance is not satisfactorily resolved at this stage, the aggrieved teacher may proceed to the next stage. Failure of grievant to proceed to the next stage within 10 days shall terminate the grievance.

2. Intermediate Stage - (Principal or Administrative Assistant)

If the immediate supervisor is a department head, then Stage II will be the building principal. This stage would follow the provisions of Stage I.

3. Chief Administrator Stage

a. Within ten (10) school days after a determination has been made at a prior stage, the aggrieved teacher may make a written request to the chief administrator. If the Superintendent designates an Assistant Superintendent to act in his/her behalf, he/she shall also delegate full authority to render a determination in his/her behalf.

b. The Superintendent or the Assistant Superintendent shall within two (2) school days notify the aggrieved teacher, immediate supervisor and any other administrator previously rendering a determination in the case to submit written statements to him/her within five (5) school days setting forth the specific nature of the grievance, the facts relating thereto, and the determination(s) previously rendered.

c. If such is requested in the written statement of either party pursuant to paragraph "b" above, the Superintendent or Assistant Superintendent shall notify all parties concerned in the case of the time and place when a hearing will be held where such parties may appear and present oral and written statements supplementing their position in the case. Such hearings shall be held at a time mutually arranged within five (5) school days of receipt of the written statements pursuant to paragraph "b."

d. The chief administrator shall render his/her determination in writing within ten (10) school days after the written statements pursuant to paragraph "b" and/or "c" have been presented to him/her.

- e. If the grievance is not resolved to the satisfaction of the grievant at this stage, the aggrieved teacher must proceed to the Arbitration Stage within ten (10) days.

4. Arbitration Stage

The aggrieved teacher may request the American Arbitration Association to designate a panel of arbitrators experienced in public education from which, in accordance with the rules then obtaining of the American Arbitration Association, an arbitrator will be selected or designated. Either party may request a panel consisting of three arbitrators. The arbitrator(s) shall review all matters pertaining to the case, hold hearings if deemed necessary, and shall issue his/her (their) written determination within a fifteen (15) day period. The determination and award of the arbitrator or arbitrators with respect to a Contract Grievance shall be final and binding upon the parties. The arbitrator(s) shall, however, be without authority to make a binding award with respect to retroactive salary. With respect to Policy Grievances, the determination and award of the arbitrator(s) shall be advisory. The cost of one arbitrator shall be shared equally. If three arbitrators are requested, the cost of the other two shall be borne by the party requesting them.

5. If the award is advisory, the award shall be submitted to the Board of Education, the aggrieved teacher and his/her representative, if any. The parties may accept or reject the award of the American Arbitration Association at a joint meeting held within five (5) days of the submission of the award.

F. Distribution of Procedures

A copy of these procedures, and any amendments thereto, or any written agreement in effect in which the procedures have been incorporated, shall be distributed to all teachers and shall be filed with the State Civil Service Commission within fifteen (15) days after their adoption. The procedures shall also be open to public inspection with the clerk of the District. New employees shall be given copies of this grievance procedure at the time they are employed.

ARTICLE IV - Teaching Conditions

A. Teaching Hours

1. All teachers shall be entitled to an uninterrupted duty-free lunch period of not less than forty (40) minutes.
2. All teachers, Grades K-4, shall be scheduled to have, during the students' day, a 40 minute preparation period, if same can be provided within existing staff and facilities, and shall be entitled to at least a total of 200 minutes of preparation time per week.
3. All teachers, Grades 5-12, shall be scheduled to have at least one 40-minute preparation period per day.
4. A schedule of sign-in and sign-out times for teachers in each building is attached hereto as Schedule III (page 57). Such times are exclusive of necessary building, faculty, departmental or grade-level meetings and emergency situations. Such meetings shall not exceed one (1) hour in length when called.

5. No appointment with parents shall be scheduled without prior notice to the teacher.
6. By special agreement voluntarily entered into by a building principal and a teacher, and not in violation of any other part of this Contract, an individual teacher's sign-in and sign-out time may be altered as a result of the peculiar nature of the teacher's assignment but the total number of hours involved shall not exceed those indicated in the sign-in and sign-out at the particular building.
7. Teachers shall not be required to collect monies for banking or for the Red Cross.
8. Commencing July 1, 1983, one (1) half day shall be set aside for grade level teacher conferences.
9. If a teacher is to be relieved of his/her teaching assignment for a full day or a half day to perform administration or other educational duties, a substitute shall be hired. Student teachers are not to be assigned to assume responsibilities of a certified teacher.
10. The length of the school day for teachers Grades 1-12 shall not exceed 6 hours 50 minutes; the length of the school day for kindergarten teachers shall not exceed 6 hours 40 minutes. Effective for the 1997/98 school year and thereafter, the length of the school day for teachers grades K through 12 shall not exceed seven (7) hours. See Schedule III attached.
11. Effective for the 1997/98 school year and thereafter:

- I. Secondary Schools

- A. The schedule of teachers assigned to the High School and the Middle School shall provide for a nine (9) period day including a daily preparation period. Effective for the 2001/02 school year and thereafter, the schedule shall include a daily professional period during which the principal shall have the authority to assign teachers to specific professional activities from a list determined by the Superintendent of Schools consistent with paragraph B12 (page 13) hereof, after consultation with representatives of the FFT pursuant to the following schedule:

01/02 – 2 times per month only one of which shall be tutoring/extra help
 02/03 – 2 times per month only one of which shall be tutoring/extra help
 03/04 -- 5 times per month only two of which shall be tutoring extra help
 04/05 -- 6 times per month only three of which shall be tutoring/extra help

Tutoring/extra help as referred to herein shall be limited to no more than 10 students per session from the teacher's class(es) pursuant to a schedule developed by the Superintendent/Building Principals in consultation with the FFT.

- B. No conferences with supervisors, administrators, counselors, or parents shall be scheduled pursuant to Article IV, Section B 12 (page 13) during more than one of the preparation periods referred to above on any given day.

II. Elementary Schools

The hours of instruction for all elementary students will remain unchanged. At the elementary level the use of the a.m. block of time or the p.m. block of time will be defined by Article IV A 11-I A. Notice of such meetings will be given at least one week in advance. No more than one (1) such session shall occur in a given week. The provisions of Paragraph IB hereof shall also apply.

- 12. During the last week of school, elementary instruction during the last three days shall be half days.
- 13. Effective September 1, 1993, attendance at back to school night and one additional evening meeting shall be mandatory for all teachers. Effective September 1, 1997, attendance at back-to-school night and two additional evening meetings shall be mandatory for all teachers.

Teachers with split schedules shall be required to attend back to school night and an evening meeting at each school to which they are assigned. Effective September 1, 1997, teachers with split schedules shall be required to attend back-to-school night and two evening meetings. Attendance at additional such meetings shall be at the option of the building principal. In the event that teachers with split schedules are obligated to attend additional meetings, pursuant to this paragraph, they shall be paid at the home tutoring rate set forth in the auxiliary schedule, which shall be considered as an hourly rate of pay.

The format for the additional evening meeting shall be determined by the Superintendent of Schools subject to the following:

- a. The meeting shall occur on a date on which school is in session.
- b. The meeting shall commence no earlier than 5:30 and no later than 7:00.
- c. The meeting shall be no longer than three (3) hours in length.
- d. The format shall not provide for group parent--teacher conferences.
- e. The format shall provide for individual parent--teacher conferences.
- f. The additional evening meeting shall not be scheduled to occur during the same week as back to school night.
- g. During the evening meeting, the District will provide for security and administrative supervision.

- h. The date(s) for the evening meeting shall be published in the school calendar.
 - i. The contract is hereby amended where necessary to reflect Full Day Kindergarten and the extension of elementary (1-6) working conditions to Kindergarten teachers.
14. Effective for the 2001/02 school year and thereafter, teachers shall be required to attend professional staff development annually upon terms and conditions determined by the Board of Education upon recommendation of the Superintendent of Schools after consultation with representatives of the FFT. Attendance at said sessions shall be without additional compensation.

The annual commitment to professional staff development shall be as follows:

| | |
|------------------------|--|
| 2001/02 | 4 hours (to commence after February 1, 2002) |
| 2002/03 | 8 hours |
| 2003/04 | 12 hours |
| 2004/05 and thereafter | 16 hours annually |

Except as indicated below and excluding a maximum of 15 minutes to allow for travel between buildings, these activities shall be scheduled in two hour increments contiguous to the end of the teacher workday on days when schools are otherwise in session.

On those occasions when the Superintendent determines to conduct staff development on other than a building-wide basis, the following principles shall apply:

- a. Said session shall be of two hours duration and shall commence no later than 15 minutes after the end of the teachers' workday at the last school to close from which teachers are participating in the session.
- b. Said session shall be preceded by a staff development session (which shall count toward the annual obligation) at the building level at the earlier closing building (s) provided at least one hour exists between the end of the teacher day at the earlier closing building(s) and the teacher day at the later closing building(s). Said additional session shall be attended by a maximum of all staff at the building and a minimum of those teachers participating in the session referred to in subparagraph "a."
- c. All sessions shall be conducted within the boundaries of the Farmingdale School District.
- d. A formal evaluative procedure shall be established by the Superintendent to examine all staff development activities provided by the Farmingdale School District. The results of these evaluations shall be provided to the FFT.

A calendar of staff development sessions shall be created by the Superintendent of Schools in consultation with the FFT and given to the staff no later than June 15th for the fall semester and no later than November 15th for the spring semester.

- a. In the event an actual athletic competition conflicts with a scheduled staff development session as to date and time, the principal shall provide for make-up of the said session for coaches involved in that activity. An athletic competition shall not be cancelled for failure to conduct the minimum number of practices required by a sanctioning body by reason of assignment of all coaches to staff development activity. Make-up of staff development sessions as scheduled by the principal shall take place on days when school is otherwise in session.
- b. Staff development sessions missed by reason of use of sick or personal leave entitlement on a school day shall be made up as determined by the principal in consultation with the teacher.
- c. Part-time teachers shall be required to serve the staff development time commensurate with their appointment.

B. Teaching Assignments

- 1. a. Teachers having 40-minute periods shall be assigned no more than five (5) teaching periods, one duty period and a homeroom or comparable duty.
- b. Teachers having 30-minute periods shall be assigned no more than six (6) teaching periods, one duty period, and a homeroom or comparable duty.
- c. No teacher of English shall have a pupil load exceeding 120 students.
- 2. Every effort shall be made to assign teachers in departmentalized areas to teach not more than three (3) classes or duties in succession and never more than four (4) in succession.
 - a. Every effort shall be made to schedule teachers in non-departmentalized areas (Grades 1-12) to no more than 120 consecutive minutes of instruction and/or duty periods provided that this can be accomplished within existing facilities and without hiring additional staff.
- 3. Every effort shall be made to schedule classes in departmentalized areas so that teachers shall not be required to teach more than two (2) subject areas.
- 4. Only those teachers with valid drivers' licenses and having available automobiles shall be assigned to inter-school travel. Such teachers shall be assigned five (5) 40-minute periods or six (6) 30-minute periods per day with no duty periods. They shall be compensated for inter-school travel at a rate established by the Board of Education which shall be the allowable rate determined for tax purposes by the Internal Revenue Service. In the event of severe inclement weather, Act of God, or mechanical difficulty which precludes inter-school travel, the Board of Education shall provide the necessary transportation.
- 5. Teachers, other than newly-appointed and substitute teachers, shall be notified in writing of their tentative programs for the coming school year, including the schools to which they will be assigned, the grade levels, and/or subjects that they will teach, and any

special or unusual classes that they will have, as soon as practicable and, under normal circumstances, not later than June 1.

- 6 Teachers shall be assigned outside the scope of their teaching certificates only in accordance with the Regulations of the New York State Commissioner of Education.
- 7 No regularly assigned teacher shall be used as a substitute teacher except in case of emergency, it being expressly understood that the failure of a substitute to arrive on schedule or the inability to secure a substitute shall be considered an emergency.

Continuing (long-term) substitute coverage at the secondary level, grades 7 through 12, may be assigned by the principal to a certified teacher of those subjects as a sixth period when the following conditions are met:

- a. The Board of Education shall first attempt to secure a certified long-term substitute teacher, such attempt to include the use of newspaper advertisement.
 - b. The assignment is voluntarily accepted by the teacher.
 - c. Such positions will be posted by the principal.
 - d. Every six months each department will develop a rotation list to be kept in the principal's office.
 - e. Employees shall be selected from the rotation list for the entire length of the assignment.
 - f. No teacher may be assigned to substitute service pursuant to this paragraph during his/her duty period except that the principal may adjust the preparation, lunch, and duty period schedules as needed so as to permit the teacher to accept substitute service.
 - g. Teachers who accept substitute assignments shall be compensated pursuant to the approved auxiliary schedule under the category "Subs by Period," such compensation shall not apply to duty periods.
 - h. Nothing contained herein shall require the principal to cover a teacher's entire program via the solicitation of volunteers pursuant to this paragraph.
 - i. The implementation of this paragraph shall not constitute a violation of Article IV B-2 nor shall implementation of this provision permit the district to assign successive classes not connected with substitute service under this provision in violation of Article IV B-2.
8. a. At the secondary level, full-time teachers may volunteer for short term substitute coverage in lieu of their preparation or lunch periods. Implementation of this provision shall be at the discretion of the building principal. To be eligible, the volunteer must be from the department to which the absent teacher is assigned or possess the certification required in order to teach the class for which the service is sought.

b. Compensation for service pursuant to this paragraph shall be as follows:

1. First 5 periods of volunteer service - no compensation.
2. Next 10 periods of volunteer service - $\frac{1}{2}$ the rate of pay set forth for long term period coverage in Schedule II-A.
3. All volunteer service for period coverage thereafter - the rate set forth in Schedule II-A for long term period coverage.

c. Should the building principal elect to cover a class pursuant to this paragraph, qualifying volunteers shall be selected on a rotational basis with the records of such service open to all parties for review.

9. The Office of the Superintendent will furnish copies of teacher schedules to the Federation by the third Monday of September.
10. Every effort shall be made to assign secondary teachers to no more than two classrooms for teaching duties within a school and within existing facilities.
11. In Home and Career Skills curricula where food shopping is required, the teacher shall be assigned her duty period for this purpose. Every effort shall be made to schedule this duty period adjacent to the teacher's preparation or lunch period.
12. Those classroom teachers who are assigned a preparation period are expected to utilize this professional preparation time for preparation for instruction and greater classroom effectiveness. This time may be used for professional work such as: tutoring, preparation for student classes, teaching materials, conferences with district supervisory and/or administrative staff, guidance counselors, or parents. If such conferences are necessary, every effort shall be made to give at least one day's notice to the teacher involved. The decision as to the specific professional activity consistent with this paragraph and paragraph A 11 I A (page 8), which shall be performed by individual teachers on any day shall be shared by the teacher and the building principal as per the schedule set forth in paragraph A 11 I A.
13. Special Education teachers of PHC students at the secondary level (7-12) and secondary level teachers (7-12) whose daily assignment is in PSEN funded programs shall teach six periods without a duty assignment.
14. Commencing 1983-84, Secondary Special Education teachers, exclusive of PSEN teachers, shall receive one period per week for CSE time; such time shall be devoted to CSE connected activities.

C. Class size and Composition

1. Every effort shall be made:

a. To schedule and maintain class sizes as follows:

| | |
|--|----|
| Kindergarten | 25 |
| General Level or Similar Achievement Level | 20 |
| Grade 1 | 29 |
| Special Classes | 15 |

| | |
|--------------------|----|
| All Other Classes | 30 |
| Physical Education | 40 |

- b. Not to assign children to any classroom in larger numbers than the capacity of the teaching facilities available in that classroom.
2. No special class for exceptional children shall exceed the maximum numbers prescribed by State regulation or recommendation.

D. Teacher Assistance

1. Teacher aides shall replace teachers in lunch-period supervision in all buildings.
2. The use of machinery in electronic computation of report cards, scheduling, and profiles shall be continued in the high school. The use of electronic computation of report cards and profiles shall be continued in the junior high schools.
3. Upon request, each beginning first-year teacher newly employed by the District shall receive the assistance of a volunteer, experienced teacher within the given certification and tenure area, who has been mutually approved by an Administration and Federation committee. The experienced teacher shall be relieved of his/her duty period.

E. Teacher Facilities

Each school shall have the following facilities:

1. Space in each classroom in which teachers may safely store personal belongings, instructional materials and supplies.
2. A teacher work area containing adequate equipment and supplies, including duplication equipment to aid in the preparation of instructional materials.
3. An appropriately furnished room to be used as a faculty lounge which shall include a pay telephone. This room shall be in addition to the aforementioned work area.
4. Teacher facilities shall be adequately maintained.

F. Teacher Remuneration

1. Teacher participation in administratively approved and extra-curricular activities such as clubs, theatricals, musicals, publications, and similar matters shall be compensated.
2. Teachers who participate as student supervisors, directors, or advisors in any activity, concert, dance, festival, competition, contest, rehearsal, districtwide event, sports night, dramatic presentation, revue, fashion show, etc., which occurs before or after regular school hours as stated in the Contract between the Federation and the Board shall be compensated by the Board at the chaperonage rate. Teachers may serve as chaperones at graduation ceremonies. Teachers who serve at graduation ceremonies shall be compensated at the current chaperone rate. No elementary teachers shall be paid for more than two hours of service and no high school teachers shall be paid for more than three hours of service.
3. Teachers who wish to participate on curriculum committees may apply for posted curriculum committee opportunities at the following rates:

1 semester (not more than 15 two-hour sessions) *

2 semesters (not more than 30 two-hour sessions) *

*See Schedule II-A - Auxiliary Schedules, Curriculum Committee, page 42.

The notice describing the curriculum committee shall include a full description of the objectives to be accomplished. Payment shall be made only upon completion of a pre-determined assignment to which both parties have agreed. The administration shall determine the number and category of participants. Selection of participants for any curriculum committee shall be made by a committee consisting of three (3) administrators appointed by the Superintendent and three (3) teachers appointed by the Federation. Selection shall be based solely on the qualification and experience of the teachers applying in relationship to the requirements of the task.

4. The extra-curricular pay schedule is attached hereto and made a part of this Contract. (Schedule IIA - Auxiliary Schedules, Coach and Extra Curricular, page 42.)
5. The home-tutoring pay schedule is attached hereto and made a part of this Contract. (Schedule IIA - Auxiliary Schedules, Home Tutoring, page 42.)
6. All personnel covered by this Contract shall not be required to work outside the adopted school calendar. Personnel volunteering to work beyond the school calendar in June and September shall receive compensatory time.
7. Curriculum committee work not covered by paragraph 3 above shall be paid at the per diem summer school rate in effect for that school year. Summer curriculum work shall be conducted at the summer school rate effective 1 July of that school year and shall require the same number of hours. Fewer assigned hours shall be paid at a pro rated basis.
8. Psychologists employed prior to the school year 1974-75 shall continue to receive the dollar (\$) salary differential in effect in 1973-74. Newly-employed psychologists shall be paid according to the teachers' salary schedule.
9. Effective September 1, 1981, credits for educational advancement on the salary schedule shall consist of at least 60% graduate level credits from an accredited institution provided the courses are of a content related to the department, curriculum or course of study taught by the teacher, and are approved in advance by the Superintendent or his/her designee. The remaining credits may be accrued with in-service credits.

Courses for re-certification at an accredited university will be accepted by the Superintendent. Effective February 1, 1997, courses for administrative re-certification shall not be accepted by the Superintendent.

Courses accepted toward the elective requirement for a graduate degree in a related field by an accredited institution will be accepted by the District.

Credit for courses involving travel and study will be accepted provided the courses are of a content related to the department, curriculum, or course of study taught by the teacher to a limit of six credits. Effective February 1, 1997, no credit shall be awarded for courses involving travel and study.

Each year, the Superintendent of Schools will publish a list of graduate courses in keeping with the goals and objectives of the District which shall receive as an incentive a 1.5 weighting upon successful completion for application to increases for added preparation.

Effective February 1, 1997, no credit shall be awarded for video and/or correspondence courses.

10. The Board may offer, from time to time, inservice courses outside of school hours which will be compensated at the rate indicated on Schedule IIA - Auxiliary Schedules, In service, page 42. Such courses shall be voluntary and shall not earn salary schedule credit. Such courses, if offered, shall be in addition to those in service courses referred to in paragraph 9 above.

G. Substitutes

Priority lists of itinerant substitutes shall be developed centrally by levels (K-6, 7-12, with special areas designated) by the Administration and representatives of the Federation in September. These lists shall be revised in February.

H. Teaching Year

The school year for teachers shall be 181 days of instruction plus two Superintendent's conference days for a total of 183 days.

ARTICLE V - Transfers and Reassignments

The Board recognizes that frequent reassignment and/or transfer of teachers from one school to another is disruptive of the educational process and interferes with optimum teacher performance. Although the Federation also recognizes that some flexibility in regard to teacher transfers must remain with the Administration, a substantial degree of stability must be provided for all teachers. Therefore, it is agreed as follows:

A. Voluntary Transfers

1. Lists of teaching vacancies and/or new teaching positions created in the District shall be made available to all teachers. Length of service in the Farmingdale School District shall be made a major but not exclusive factor in filling such positions.
2. When transfer or reassignment of teachers in a school or grade is necessary, to the extent possible, all volunteers shall first be transferred and/or assigned.
3. In the event a teacher desires a transfer in grade, subject, or building, such teacher may request same by written application to the building principal(s) and the Superintendent of Schools. Major, but not exclusive, consideration shall be given to these requests over new employees.
4. Notice of position vacancies for consideration of volunteer transferees shall be sent in the summer (July 1 to opening day) to all such teachers who notify the Superintendent in writing of their desire for such notice prior to July 1.

B. Involuntary Transfers

1. Elementary Teacher Transfers - No elementary teacher shall be involuntarily transferred to another building unless a reduction in the total number of elementary teachers in his/her building is necessary. When a reduction in the number of teachers in the affected school is necessary, every effort shall be made to transfer volunteers before any involuntary transfers take place in accordance with the procedures outlined in Section B-3 of this Article.

2. Secondary Teacher Transfers - No secondary teacher shall be involuntarily transferred to another building, department or assignment unless a reduction in the total number of secondary teachers is necessary. When a reduction in the number of teachers in the affected building or department is necessary, every effort shall be made to transfer volunteers before any involuntary transfers take place in accordance with the procedures outlined in Section B-3 of this Article.
3. Procedures
 - a. When the Board determines that a reduction is necessary, but before the reduction takes place, the Federation and all teachers in the affected building and/or department shall be notified. A list of openings shall be posted before volunteers are requested. No involuntary transfers shall take place until every effort has been made to place volunteers. For vacancies posted after August 15 and before the first day of school, primary consideration shall be given to those volunteers who respond within five (5) school days of posting of the position. For all other periods, volunteers shall signify their interest within ten (10) days of posting of the position. Second requests for volunteers already transferred will be considered at the discretion of the Administration.
 - b. If, after the volunteers have been transferred, further reduction is necessary, involuntary transfers shall be made from the affected building on the basis of length of service in the District. Those teachers with the least amount of service in the District (the junior teachers) shall be transferred first. Preference for placement shall be given to those junior teachers with the greatest seniority. Such seniority shall be a major but not exclusive factor in this placement.
 - c. For the purpose of this Contract, the junior teacher shall mean the teacher who possesses the least number of days of consecutive employment as a regular substitute, probationary, or tenured teacher in the Farmingdale School District. Unpaid leaves of absence shall not constitute a break in consecutive employment, but seniority shall not accrue during such leaves. District seniority is initially established on the date that regular employment commences in the District. In the event that two or more teachers have equal seniority, the date of the Board appointment shall be the determining factor and shall be based on the order of action by the Board.

The rights of tenure shall not be abridged by this Article.

- d. An involuntary transfer or reassignment shall be made only after a meeting between the teacher involved, the Federation, and an Assistant Superintendent, or a designee, at which time the teacher will be notified of the reasons for the transfer.
 - e. Teachers who are to be involuntarily transferred shall be notified in writing as soon as practical and, under normal circumstances, not later than June 1.
- C. Any teacher who has been transferred in accordance with the provisions of this section shall, if he/she so desires, be placed on a preferential list for transfer back to his/her original building or department in the first available opening.
 - D. Any grievance arising under this Article may be initiated at Stage 3 of the Grievance Procedure.
 - E. The District shall publish complete seniority lists for each tenure area in October of each year. These lists shall be revised and adjustments posted in February of each year.

ARTICLE VI -- Promotions

All openings for promotional positions and for positions paying salary differentials shall be adequately publicized in every school and all qualified teachers shall be given adequate opportunity to make application for such positions.

- A. All openings for specialists and/or teachers for special projects shall be adequately publicized in every school as far in advance of the appointment as possible and ordinarily at least thirty (30) days in advance.
- B. Length of service in the Farmingdale U.F.S.D. shall be a major but not exclusive factor in filling such openings from lists of qualified applicants.

ARTICLE VII -- Special Projects

- A. All openings for specialists and/or teachers for special projects shall be adequately publicized in every school as far in advance of the appointment as possible and ordinarily at least thirty (30) days in advance.
- B. Length of service in the Farmingdale U.F.S.D. shall be a major but not exclusive factor in filling such openings from lists of qualified applicants.

ARTICLE VIII -- Summer School

- A. No position shall be filled by a teacher not employed by the Farmingdale U.F.S.D. school system if there is a qualified applicant to such position who is employed by said school system.
- B. A teacher who has filled a Summer School position and has performed satisfactorily shall be appointed to the same position in the following year if the position is needed.
- C. All openings for Summer School positions shall be sent to all teachers employed by the district as soon as possible, so all interested teachers may apply.
- D. When applicants for Summer School positions exceed the positions available, the best qualified applicant shall be selected. In making such selections, the administrations shall consider the teacher's area of competence, major or minor field of study, teaching performance, record of attendance, years of service in the Farmingdale U.F.S.D., and frequency of prior applications for Summer School positions.
- E. Summer School teachers may be granted a leave of absence from Summer School after four (4) consecutive years of service or when in conjunction with a sabbatical leave for one (1) year upon written request by March 15 and approval of the Superintendent. Teachers on leave of absence from Summer School shall not forfeit thereby their right to a position in the Summer School for the year following such a leave. Teachers assigned to Summer School positions as replacements for teachers on leave shall be so informed at the time of their assignment.
- F. Summer School teachers shall be entitled to an approved absence allowance of one (1) sick day per summer. These sick days shall be cumulative in succeeding summers, but no more than three (3) paid sick days shall be used in any one summer. A medical certificate may be required if more than two consecutive days are used in any one summer.

- G. All Summer School teachers employed during July and August shall be compensated for each day taught in accordance with Per Diem Summer Salary Schedules, Appendix II, Schedule II-B-1 (Summer, 2000), Schedule II-B-2 (Summer, 2001), Schedule II-B-3 (Summer, 2002), Schedule II-B-4 (Summer, 2003), and Schedule II-B-5 (Summer, 2004) pages 43, 44, 45, 46, and 47.

ARTICLE IX – Protection of Teachers

A. Assistance in Assault or Civil Cases

1. Principals and teachers shall be required to report promptly all cases of assault suffered by teachers and/or civil actions filed against them in connection with their employment to the Superintendent of Schools. The Superintendent of Schools shall acknowledge receipt of such report.
2. The School Board Attorney shall inform the teacher of his/her rights under the law and shall provide such information in a written document.
3. The School Board Attorney shall notify the teacher of his/her readiness to assist the teacher as follows:
 - a. By obtaining from the teacher, the principal and/or police, relevant information concerning the incident;
 - b. By accompanying the teacher in court appearances; and
 - c. By acting in other appropriate ways as liaison between the teacher, police and the courts.

B. Legal Counsel

The Board agrees to provide legal counsel to defend any teacher in any action arising out of an assault on a teacher or any reasonable disciplinary action taken against a student by a teacher.

C. Compensation for Lost Time

If an assault on a teacher results in loss of time, the teacher shall be paid in full and such paid absence shall not be deducted from any sick leave to which such teacher is entitled under this Contract. The teacher shall receive his/her regular salary less Social Security and/or Worker's Compensation benefits for the time necessary to recover from the injuries sustained in this assault as determined by the school physician in consultation with the teacher's physician.

D. Resignation of Probationary Teacher

In the event a probationary teacher has submitted a resignation, such resignation shall be held by the Superintendent of Schools a minimum of ten (10) school days unless otherwise requested by the teacher. During this period, the teacher may request a conference with the Superintendent or his designee.

E. Just Cause

No teacher shall be reprimanded without just cause. For the purpose of this Article, a reprimand shall be defined as "a severe or formal rebuke or censure."

ARTICLE X -- On-the-Job Injuries

- A. The teacher shall receive regular salary less Workers' Compensation and Social Security benefits so that the teacher will not suffer a loss of income for the number of days necessary to recover from the injuries sustained from on-the-job injuries. The number of days shall be determined by the school physician in consultation with the teacher's physician. No days shall be deducted from the teacher's accumulated sick leave for such injury.

- B.
 - 1. In order to be eligible for the benefits set forth at paragraph "A," an employee must notify the Business Office in writing on forms prescribed by the district not more than 10 days after the incident/accident.

 - 2. Notwithstanding the provisions of Article XIV A-1, an employee who returns to work following an absence occasioned by a job-related injury and is thereafter absent again due to the originally claimed injury, may be required to submit a doctor's note after the first day of such additional absence.

- C.
 - 1. A person who has been absent from work for 180 or more school days over a period of 240 school days in connection with the same incident/accident and who is eligible to retire must elect one of the following options:
 - a. Return to work.

 - b. Utilize accumulated sick leave allowance as available and thereafter receive as sole compensation Workers' Compensation benefits as those benefits are defined by law.

 - c. Receive Workers' Compensation benefits as that term is defined by law as sole compensation without loss of sick leave entitlement.

 - d. Retire

 - 2. An employee who elects to apply for social security disability and who makes such application prior to the 120th day of absence in connection with the same incident/accident shall toll the time requirement set forth at Paragraph 1 until such time as social security renders a determination on said application. In order to toll the time period as referred to above, the employee must diligently pursue the application and promptly comply with all requests of the social security administration.

ARTICLE XI -- Health-Life Insurance

- A.
 - 1. The Board of Education agrees to remain a participating employer in all the options of the State Employees' Health Insurance Plan/HIP/HMO or other alternative as agreed to by the parties.

 - 2. For the duration of this contract, the district shall pay 80% of the cost of the premium of Statewide for individual and family coverage.

 - 3. Effective February 1, 1997 and thereafter, teachers employed by the District for less than a one-half time basis shall not be eligible for health insurance pursuant to this paragraph.

- B. A \$6,500 Group Term Life Insurance Plan fully paid by the Board shall be provided to each teacher.

An option to purchase up to \$30,000 additional term life insurance shall be made available to the teacher at his/her expense.

The dividends on the portion of the insurance purchased by the teachers will be applied to reduce the rate of the contributory premium. The Board of Education shall involve the Federation in the selection of an insurance source.

- C. The board shall allocate a dollar amount in September of each year of the Contract to the Federation Benefit Fund for each full-time member of the bargaining unit in accordance with Schedule II-A - Auxiliary Schedules, Benefit Fund, page 42. Contributions with regard to part-time members of the bargaining unit shall be as follows:

- a) $\frac{1}{2}$ time (50%) or greater, full contribution
- b) less than $\frac{1}{2}$ time (49%), no contribution

- D. The Farmingdale Federation of Teachers and the Farmingdale Union Free School District agree to formulate and implement a program commonly known as a Flexible Benefit Plan effective October 1, 1992. During the period October 1, 1992 through December 31, 1992, this plan shall be limited so as to include the employee's contribution to the District's health insurance coverage only. Effective January 1, 1993 and thereafter, the plan may be expanded to the extent to which the parties agree, provided, however, that the District's costs in connection with the implementation of said plan shall be limited to no more than \$10,000 per calendar year. Any savings realized by the District in connection with the implementation of this plan shall remain District property and shall not be used to offset the \$10,000.00 cost referred to herein.

ARTICLE XII - Damage to Property of Professional Employees on School Premises*

The Board of Education will reimburse any member of the professional staff for damage to personal property when such damage occurs on premises of the school district subject to the following conditions:

- A. Reimbursement will be limited to the amount by which the damage exceeds insurance coverage maintained by the employee when the damaged property is covered by an insurance company. In no event shall said reimbursement exceed \$500.00 per loss for damage other than automobile, or \$1,000.00 for damage to automobile.
- B. Any damage for which a claim will be filed against the Board of Education must be reported to the building principal of the building on the premises whereof the damage was sustained, within 24 hours of the occurrence, exclusive of Saturdays, Sundays, and holidays.
- C. Proof of damage and determination of the amount of damage will be in accordance with standard insurance practices for settlement of such claim notwithstanding that no insurance may be in effect on the damaged property. Such payment shall be consistent with the laws of the State of New York.
- D. It is understood by the Board of Education and the employee involved that this action is intended only to cover damage inflicted by a third party and damage resulting from the negligence of the employee is excluded.

- E. In the event of some damage occurring, the teacher may be required to notify the police department if so requested by the building principal.

*It is understood that this clause must be adjudicated to determine its legality.

ARTICLE XIII - Termination-Retirement Benefits

- A. Members of the professional staff who have served in the school system five (5) years or more shall receive an additional \$1,000 in salary upon retirement. Teachers whose retirements are effective during the summer months and submit notice to the District by the February 1 which precedes the effective date of their retirement shall receive an additional stipend of \$500 above the said \$1,000. In the event that a member of the staff who is eligible to receive either the \$1,000 or the \$1,500 retirement bonus dies prior to receiving such payment without leaving a will and without leaving heirs, the District shall not be required to make such payment.
- B. Upon termination due to excessing or retirement from active employment, each member of the bargaining unit, or his/her estate if termination is caused by death, shall receive payment for each unused sick or personal day of leave according to the following schedule up to a maximum of \$3,500.

| | | | |
|------------|----------|---|------------------|
| Day # 1 -- | Day # 20 | @ | \$17.50 per day. |
| Day #21 -- | Day #140 | @ | \$26.25 per day |

Any excessed teacher who returns to employment in this District must repay the monies collected through payment of accumulated sick leave days. Upon repayment, the teacher will be credited with the number of sick leave days in accrual at the time of excessing. Upon receipt of the funds, the teacher must sign a statement to effect the above.

- C. Teachers retiring from service shall have their hospitalization insurance paid for by the District. To be eligible for fully paid health insurance upon retirement, a teacher must have served at least fifteen (15) consecutive years with the District immediately preceding actual retirement from the New York State Teachers' Retirement System. For teachers on the preferred eligible list or leave of absence at the time of retirement as a result of action by the Board of Education, fifteen (15) years of consecutive service must have been served immediately preceding the placement upon the said eligible list or leave of absence. Time spent upon the preferred eligible list or on leave of absence shall not be considered an interruption of consecutive service for the purposes of this paragraph nor shall said time count toward the completion of fifteen (15) consecutive years of service as required by this paragraph. Notwithstanding the above, as to all teachers hired effective October 3, 1996 and thereafter, health insurance in retirement pursuant to this paragraph shall be paid 80% by the District and 20% by the teacher. In addition, health insurance in retirement for teachers hired effective on or after October 3, 1996, shall be paid pursuant to this paragraph only to teachers employed for 20 years of consecutive service as that term is defined by this paragraph.
- D. Teachers retiring from service shall have the option of continuing their contractual life insurance to age 65 to be paid for by the individual.
- E. Teachers who have served a minimum of 10 years in Farmingdale and 20 years in the New York State Teachers' Retirement System are eligible for the following benefit:

The higher amount of A and B above, or the square of the number of accumulated sick days that an individual teacher has in his/her sick bank as of June 30 of the year of retirement up to 150 days plus \$150 per day from day 151 to 217.

Notification of intent to retire must be by February 1st of the year of retirement.

To receive this retirement benefit:

- a. Those teachers who are first eligible to retire from the New York State Teachers' Retirement System without penalty on or before June 30, 2002 must retire effective June 30, 2002.
- b. Those teachers who are first eligible to retire from the New York State Teachers' Retirement System without penalty after July 1, 2002 must retire effective the June 30th of the first year that they are so eligible to retire.
- c. Those teachers who become first eligible between July 1st and December 31st inclusive, may retire the end of the previous school year.

ARTICLE XIV - Leave Allowance

Except as hereinafter noted, all regularly employed teachers shall be entitled to approved absences of fourteen (14) working days per year with unlimited cumulative allowance for the duration of the teacher's employment without loss of salary. The fourteen (14) working days referred to herein shall include eleven (11) days for illness and three (3) days for personal business as defined in Section A below.

Substitute's pay will be deducted for approved absence beyond the accumulated entitlement to a limit of twelve (12) such days per year.

Per diem rate of pay at the rate of 1/200 of annual salary for 10-month personnel or 1/220 annual salary for 11-month personnel will be deducted for absences not approved.

A. Approved Absences -- Deductible from Cumulative Allowance

1. **Personal Illness - Temporary --** Teachers absent for more than five (5) consecutive working days because of personal illness must submit a doctor's certificate explaining the nature of the illness upon return to duty.
2. **Family Illness**
 - a. **Quarantine:** Teachers absent by reason of quarantine imposed by doctor's order due to illness caused by a contagious disease of a resident member of the household will submit a doctor's certificate explaining the order. Absence will be approved for the duration of the quarantine.
 - b. **Serious Illness in Immediate Family or of "Substitute Parent:"**

Serious illness applies to immediate family and "substitute parent" and shall be construed to mean any illness which the family physician considers to be of such a nature as to require the employee's attendance. The teacher shall submit a written statement explaining such absence substantiated by a physician's statement in those cases extending beyond three (3) consecutive school days.

Immediate family includes spouse and children, employee's mother, father, sister, brother.

"Substitute parent" is defined as a relative with whom the teacher has lived for a minimum of twelve (12) consecutive months.

For such serious illness, a maximum of five (5) days' absence per year cumulative to forty (40) days will be approved.

3. Personal Leave - A maximum absence of three (3) working days per year will be approved for personal reasons. Request for such absence will be submitted in writing in advance to the building principal, except in cases of emergency when advance notice cannot be given. The category must be stated by the teacher taking such days. Valid reasons for making such requests are listed below.
 - a. Legal Matters: House closing, income tax hearings, adoption proceedings, court appearances for traffic violations, probating wills, obtaining licenses.
 - b. Funerals: Attendance at funeral service of a person the nature of whose prior relationship to the teacher warrants such attendance.
 - c. Ceremonies: Graduation of teacher, spouse, or child; day of wedding ceremony; participation in religious ceremonies such as baptism, confirmation, circumcision of child; honors and awards ceremonies involving the teacher of immediate family.
 - d. Education: Required educational examinations; attending educational meetings not covered by professional trip regulations; required parental visits by parents to colleges; professional advancement.
 - e. Religious Observances: The employee may use personal days for religious holiday observances of his/her particular faith not covered in the regular school calendar.
 - f. Travel Time: Round-trip travel time for any of the above.

A teacher desiring personal leave for a reason not listed may apply for such leave stating the specific reason for review by the principal and the Office of the Superintendent.

B. Approved Absences - Non-Deductible from Cumulative Allowance and Without Loss of Salary

1. Death in Immediate Family of "Substitute Parent"

Five (5) working days of absence will be approved for each death in the immediate family or of "substitute parent" as defined in Section A, Paragraph 2-b of this Article. An additional five (5) days deductible from sick leave may be used in each such case.

2. Death of Relatives

A maximum of three (3) working days of absence will be approved for each death of a relative. Under this sub-division a relative is defined as a grandparent, mother-in-law, or father-in-law of teacher.

3. Court and/or Governmental Agency Appearance

The number of days necessary will be approved if one of the following conditions exists:

- a. The school district is involved and the teacher is a party or witness to the action.
- b. The teacher is to appear as a witness before a Federal, State or County Grand Jury.
- c. The teacher is required to appear before any Federal, State, County, Town, or Village Agency and is not the defendant in a criminal action.

NOTE: Subpoenas must be presented to the Building Principal.

- 4. Jury Duty - Notice of jury duty must be submitted to the building principal within two working days of notice. The teacher shall reimburse the district in an amount equal to the jury fee received.
- 5. Professional Meetings and Visitations Within or Outside the District - An appropriate form requesting approval must be secured from the building principal. Approval to attend such meetings must be at the discretion of the Superintendent. A written report of the meeting may be required by the Superintendent within ten (10) days of the employee's return to duty.
- 6. Holidays - Holidays and vacation periods established in the school calendar (from the first day of school to the last day of school) constitute approved absence from school.
- 7. Annual Leave - No services are required of 10-month professional personnel during the months of July and August.
- 8. Organizational Conference Days - A total of twenty (20) days per year shall be set aside for use by the Federation. No individuals may use more than three days per year.

C. Leaves of Absence

- 1. Maternity/Paternity Leave - Upon request teachers will be granted leaves of absence without pay not to exceed two (2) years and shall be reinstated in the same or comparable position upon return.
- 2. Leave for Personal Health, Education, and Family Hardship - Members of the professional staff who are on tenure are eligible to take leaves without pay not in excess of one (1) year in length for rest, restoration of health, full time study as defined by the enrolling institution, or the alleviation of hardship involving themselves or their immediate family.
- 3. Teacher Leave for National and International Program - Upon recommendation of the Superintendent of Schools, leave for teachers' positions under either national or international programs may be granted by the Board to teachers who have successfully completed their required three-year probationary period in the School District and who have completed at least two (2) additional years of satisfactory service.

The teacher shall receive credit for such experience on the Farmingdale U.F.S.D. salary schedule.

- 4. Leave for Service in the Local, State, or National Organization of the Union - Teachers may be granted unpaid leaves of absence for a maximum of two (2) years for service in the local, state, or national organizations directly related to the teaching profession. Service is defined as full-time work in an official position with the local, state, or national organization.

5. In connection with unpaid leaves of absence referred to in "4" above, the leave may be discontinued by the District at any time the teacher discontinues service in the local, state, or national organization.
6. Teachers on leave of absence without pay shall be permitted to perform per diem teaching service.
7. Sabbatical Leave - Upon recommendation of the Superintendent, extended leave of absence, "Sabbatical Leave," may be granted by the Board to teachers who have completed at least seven (7) or more years of satisfactory service to the Farmingdale U.F.S.D. on the following conditions:

CATEGORY A

Seven (7) years or more of service - Purposes for which granted: study, travel, rest, health. Compensation: 50% of regular annual salary.

CATEGORY B

Twelve (12) or more years of service - Purposes for which granted - Planned Study. Compensation - 85% of regular annual salary.

- a. Two (2) per cent of the teachers shall be eligible to be absent on sabbatical leave at the same time.
- b. Category "B" leaves will be given preference over Category "A" leaves. Preference will be given to applications for Sabbatical Leave on the basis of seniority of service and/or outstanding contribution to the school system.
- c. An applicant who has been granted a prior sabbatical leave by the Farmingdale U.F.S.D., Farmingdale, shall be placed at the bottom of the eligibility list.
- d. Sabbatical Leave will be granted for one (1) school year.
- e. Sabbatical Leave, once granted, may not be terminated before the date of expiration.
- f. The study, travel, rest, or health reasons for which the Sabbatical Leave is granted should be such as could reasonably be expected to enhance the value of the services which the teacher would thereafter render to the District and such leave will not be granted for the purposes of engaging in gainful occupation or studying for another trade or profession.
- g. Planned Study - During the months of the sabbatical leave, September - June, the teacher on leave must satisfactorily complete during this period at least eighteen (18) semester hours or twenty-four (24) quarter hours of graduate study at an accredited university or college in a field of study related to his/her employment. Planned study shall also mean the completion of a thesis for a doctoral degree as certified by the university in September and February during the Sabbatical Leave year.

- h. Applications for Sabbatical Leave shall be made in writing to the Superintendent of Schools and shall state fully the purpose or purposes for which the leave is requested. Applications for such leave must be filed on or before February 1 of the preceding school year.
- i. It shall be a condition to the granting of Sabbatical Leave that a teacher granted the same shall not voluntarily leave the school system for a period of two (2) years following expiration of such leave.
- j. Teachers who have been granted a Sabbatical Leave will be reinstated in their previous positions or in comparable positions upon their return.
- k. Teachers will receive credit on the Farmingdale U.F.S.D. salary schedule for the year served on Sabbatical Leave.
- l. Sick leave allowance is not accumulated during Sabbatical Leave.
- m. The following shall be completed prior to the Sabbatical Leave:

The Farmingdale School Board has adopted rules and regulations concerning sabbatical leave for teachers who meet the requirements. Such leave assumes the return of the teacher to his/her duties in the school district. By his/her acceptance, the teacher assures his/her willingness to resume teaching for two (2) years at the completion of his/her sabbatical leave. In consideration of this agreement and of the continuing salary to be paid during the sabbatical leave, it is agreed:

- 1. The teacher shall return to his/her duties in the Farmingdale Public Schools for two (2) years.
- 2. In the event the teacher does not return for the two (2) years following the termination of the sabbatical, teacher promises to repay the Farmingdale U.F.S.D. the sum equal to the pay received during the sabbatical in a lump sum/or in twelve (12) equal monthly payments on the first of each month following termination of employment.
- 3. The amount will be prorated in the event the teacher returns for a period of time.
- 4. Exclusion would be serious illness certified by a physician and no monies need be returned.
- 5. Teachers who have been granted a Sabbatical Leave will be reinstated in their previous positions or in comparable positions upon their return.

IN WITNESS WHEREOF this signature is hereunto set.

.....
Teacher's Signature

.....
Superintendent's Signature

.....
Date

- D. Extended Sick Leave Allowance - If a teacher's illness is to be of an extended duration, a doctor's certificate stating the possible duration of said illness must be submitted as soon as possible. Teachers whose cumulative allowance is exhausted by reason of personal illness shall go on extended leave allowance at the expiration of cumulative leave allowance as follows:

More than 3 but less than 10 years of service in the Farmingdale U.F.S.D.:

| | |
|-------------------|--------------|
| 1st quarter..... | full payment |
| 2nd quarter | 3/4 payment |
| 3rd quarter | 1/2 payment |
| 4th quarter | 1/4 payment |
| 5th quarter | 1/4 payment |

10 to 14 years of service in the Farmingdale U.F.S.D.:

| | |
|-------------------|--------------|
| 1st quarter..... | full payment |
| 2nd quarter | full payment |
| 3rd quarter | 3/4 payment |
| 4th quarter | 1/2 payment |
| 5th quarter | 1/2 payment |

15 to 19 years of service in the Farmingdale U.F.S.D.:

| | |
|-------------------|--------------|
| 1st quarter..... | full payment |
| 2nd quarter | full payment |
| 3rd quarter | full payment |
| 4th quarter | 3/4 payment |
| 5th quarter | 3/4 payment |

20 years and over of service in the Farmingdale U.F.S.D.:

| | |
|-------------------|--------------|
| 1st quarter..... | full payment |
| 2nd quarter | full payment |
| 3rd quarter | full payment |
| 4th quarter | full payment |
| 5th quarter | 3/4 payment |

1. An extended illness is defined as an illness of at least thirty (30) consecutive calendar days.
2. An extended illness must be verified in a written statement by a teacher's attending physician. Periodic verification of continuance of illness may be requested by the Superintendent from the teacher's attending physician.
3. Payment under these provisions will be less any amount received by the employee from Workers' Compensation, Social Security for the employee only, or any insurance provided by and paid for in full by the Board.
4. An individual who has been on extended sick leave who suffers a relapse or a recurrence of the same illness, or a new illness which requires use of extended leave, will assume extended leave allowance at the point and rate reached when he/she returned to duty prior to such relapse, recurrence, or new illness. No individual shall be entitled to more than a total of five (5) quarters of extended leave allowance. A quarter is hereby defined as forty-five (45) working days.

5. The above schedule of payments is exclusive of July and August for ten-month employees.
6. Sick leave allowance for the first quarter shall be at full pay unless:
 - a. For the school years 1980-81 and 1981-82, an individual has not accumulated twenty-two (22) or more sick days by June 30, 1980.

In the circumstances described in "a" above, the individual may receive no less than three quarters (3/4) pay for the first quarter.

The provisions of this sub-paragraph shall not apply to individuals who have exhausted their accumulated sick leave by reason of extended sick leave during the 1977-78 school year or for individuals who are on extended sick leave as of November 2, 1978.

7. Effective September 1, 1978, the District and the Federation shall establish an Extended Sick Leave Bank for the purpose of providing Extended Sick Leave for members of the bargaining unit. This bank will consist of one day removed from the accumulated allowance of each member of the bargaining unit in that school year. If the Extended Sick Leave Bank is exhausted during any school year, the District will supply whatever additional time is necessary for extended sick leave under the conditions and schedule described in this Article.

If the Extended Sick Leave Bank is exhausted on June 30 of any school year, a new Bank shall be established on September 1, the reduction shall not be made until such time in the school year when one-half or one full day can be charged to each member of the bargaining unit to bring the total up to the number required.

8. Individuals returning from Extended Sick Leave will be credited with a minimum of three (3) days or one (1) day for each remaining full month of the school year, if that is greater. These days shall be non-accumulative.

ARTICLE XV -- Teacher Files

- A. Upon request by the teacher, he/she shall be permitted to examine his/her Farmingdale U.F.S.D. Official Professional File maintained in the principal's office. Such file shall contain only ratings, observations, evaluations and written remarks concerning the teacher's service in the Farmingdale U.F.S.D.
- B. No materials pertaining to a teacher's conduct, service, character or personality shall be placed in the file unless the teacher has had an opportunity to read the material. The teacher shall acknowledge that he/she has read such material by affixing his/her signature on the actual copy to be filed with the understanding that such signature merely signifies that he/she read the material to be filed and does not necessarily indicate agreement with its content.
- C. The teacher shall have the right to answer any material filed and his/her answer shall be attached to the file copy.
- D.
 1. If a teacher is requested to appear before an administrator and such appearance may result in a written statement or document being placed in the teacher's file, the teacher will be notified of the request for appearance in writing and may avail himself/herself of a representative of his/her own choice and all applicable provisions of this Contract.

2. A request for a teacher to appear before an administrator for any purpose which would not result in a written statement or document being placed in the teacher's personnel file shall not be subject to the requirements set forth in (1) above.
 3. If an appearance made in accordance with (2) above should result in a disagreement or dispute the resolution of which would be made part of the teacher's personnel file, the teacher may elect to request a formal notice of appearance as required in (1) above.
 4. No record, statement, or any other matter arising from a meeting between a teacher and administrators shall be placed in a teacher's file unless the provisions of this section have been complied with.
- E. A teacher shall be permitted to examine the file of another teacher only when given permission in writing by the teacher whose file is to be examined.

ARTICLE XVI -- Federation Business

- A. Bulletin Boards -- Space on at least one bulletin board shall be reserved at an accessible place in each school for the exclusive use of the Federation for the purpose of posting materials dealing with proper and legitimate Federation business.
- B. School Mail Boxes -- The Federation shall have free and unhindered use of teacher school mailboxes for the purpose of distributing its material.
- C. Meetings -- The bargaining agent shall have the right to speak before members of its unit at the end of every building faculty meeting.
- D. President of Federation -- The President shall not have duties or homeroom assignment. An extension telephone will be installed in the building of the President for his/her use in making inter-school calls concerning Federation matters. The cost of installation and maintenance of the extension will be borne by the Federation.
- E. Federation Officers -- The President of the Federation shall be assigned to no more than four (4) teaching periods per day. For the 1978-79 school year only, the President of the Federation shall be assigned no more than fifteen (15) teaching periods per week. Commencing with the 1979-80 school year, reimbursement for the one released teaching period shall be made to the District by the Federation at the rate of 12.5% of the President's salary for the school year. Reimbursement shall be made on or before June 30. It is understood that the only released time to which the President of the Federation shall be entitled shall be as is set forth in this paragraph, Article XVI, paragraph D and Article XIV, paragraph B-8 (page 25) of this Contract. Districtwide officers and one representative from each building will be assigned no duty period.

ARTICLE XVII -- Management Rights

It is expressly agreed that all rights which are vested in the Board shall continue to be vested exclusively in and be exercised exclusively by the Board except as modified by this agreement and subject to Article II, B-1 (page 3), the Taylor Law and other relevant statutes.

ARTICLE XVIII -- Payroll Deduction

- A. The Board agrees to deduct from the salaries of employees dues for Farmingdale Federation of Teachers, Inc., Local 1889, NYSUT, AFT, AFL-CIO as said teachers individually and voluntarily authorize the Board to deduct, and to transmit the monies promptly to the Federation. Teachers' authorization shall be in writing and in the form set forth below:

Farmingdale Federation of Teachers, Inc.
Local 1889, NYSUT, AFT, AFL-CIO
Dues Authorization Card

Name
Address
School Building
School Year

I hereby request and authorize the Board of Education of the Farmingdale U.F.S.D. to deduct from my earnings and transmit to the Farmingdale Federation of Teachers, Inc., Local 1889, NYSUT, AFT, AFL-CIO the amount of the membership dues as certified by this Federation. I understand that the Board will discontinue such deductions for any school year if I notify the Board in writing to do so by September 15th of that year. I hereby waive all rights and claims for said monies so deducted and transmitted in accordance with this authorization and relieve the Board of Education and all of its officers from any liability therefor.

Teacher's Signature _____

Not later than November 1 of that school year, the Board shall provide the Federation with a list of those employees who have voluntarily authorized the Board to deduct dues for the Farmingdale Federation of Teachers, Inc., Local 1889, NYSUT, AFT, AFL-CIO.

- B. Teachers shall be entitled to payroll deduction for the Nassau Educators Federal Credit Union.
- C. The District shall continue its policy of permitting members of the bargaining unit to deduct for United States Savings Bonds.
- D. The District shall permit members of the bargaining unit to deduct for Tax Sheltered Annuities with no limit on carriers but no more than two (2) agents of record.

ARTICLE XIX -- Salary and Benefit Fund

- A. The 2000/2001 Regular Teachers' Salary Schedule I shall be improved as follows:

Year 1 – 3.25% plus increment
Year 2 – 3.3% plus increment
Year 3 – 3.5% plus increment
Year 4 – 3.5% plus increment

Salary Schedules for the 2001/02, 2002/03, 2003/04, and 2004/05 school years are attached.
(See Schedule I-A, I-B, I-C, I-D, I-E, pages 37, 38, 39, 40, and 41).

The increases referred to above shall be retroactive to July 1, 2001.

- B. The attached schedules, Appendix I, Schedules I-A, I-B, I-C, I-D and I-E. Teachers' Salary Schedules, Appendix II-A, Schedule II-A, Auxiliary Salary Schedules -- Summary, (Coaching and Extra Curricular, Curriculum Related Services, Home Tutoring, Substitute Teachers, Inservice, Period Coverage, Stipends: Dean, Lead-Regular, Lead-Science, Guidance & Attendance; Student Supervision, Curriculum Committee, and Benefit Fund), and Appendix II-B, Per Diem Summer Salary Schedules, Schedule II-B-1, Schedule II-B-2, Schedule II-B-3, Schedule II-B-4, Schedule II-B-5 and Appendix IIC, Summer Curriculum Writing Schedules II-C-1, II-C-2, II-C-3, II-C-4 and II-C-5 are hereby made part of this Contract and shall remain in effect from July 1, 2001. The Auxiliary Salary Schedule II shall be improved by the same percentages set forth at paragraph (A) above. However, it is expressly understood that for the 1995/96 school year, teachers employed for any of the activities covered by said auxiliary schedule shall receive a 1% increase notwithstanding the fact that the schedule has actually been improved by 2%. The auxiliary salary schedules for each of the four years of this agreement are attached hereto, including a 1995/96 schedule providing a 2% increase which constitutes the base schedule from which the 1996/97 schedule was developed and a 1995/96 schedule providing a 1% increase pursuant to which teachers will actually be paid for the 1995/96 school year.

Curriculum Committees and Summer Curriculum Writing -- Notwithstanding the provisions of the above, the salaries for service upon District curriculum committees and summer curriculum writing shall be improved as follows:

Year 1 -- 3.25%
 Year 2 -- 3.3%
 Year 3 -- 3.5%
 Year 4 -- 3.5%

FFT Benefit Fund -- The District's contribution to the FFT Benefit Fund shall be improved as follows:

Year 1 -- 3.25%
 Year 2 -- 3.3%
 Year 3 -- 3.5%
 Year 4 -- 3.5%

- C. 1. Effective July 1, 1988, eligible teachers shall be entitled to move to lanes BA+10 and BA+30.
2. The lane labeled DOCT shall be amended so as to read DOCT/MA+75.
3. Movement from M+60 to the lane referred in subparagraph C-2 above shall only be as a result of credits earned after July 1, 1988.
4. Effective July 1, 1992, the following lanes of the regular teachers' Salary Schedule I and the Summer School schedule shall be deleted:

BA+10, BA+20, BA+60/MA+10, MA+20, MA+40, MA+50

Notwithstanding the above, any teacher on a deleted lane as of June 30, 1992 shall continue to receive the salary set forth in that lane as if it had not been deleted.

Effective July 1, 1992, the following lanes shall be added to said Schedule:

BA+15, MA+15, MA+45

- D. Increase may be withheld above Step 4 by the Board of Education based upon the recommendation of the Superintendent of Schools that the teacher's service has been less than satisfactory for the previous year. A teacher shall be provided with the first written notice of the Superintendent's intention to withhold his/her increase not later than February 15th. Thereafter, he/she shall be provided with a written plan for the improvement of his/her performance. Final written notice of intention to withhold increase shall be given to the teacher no later than June 1st.

ARTICLE XX – Unused Money

If for any reason, the new monies provided for in this current Contract -- July 1, 1976 -- June 30, 1978, are not expended in the manner intended, those monies shall be utilized for the benefit of the bargaining unit in a manner determined by negotiations between the parties.

ARTICLE XXI – Mutuality of Obligation

It is understood and agreed that the Board and the Federation will make every good-faith effort to carry out the spirit as well as the letter of this Contract, subject to law. Both parties further agree to take no action that will demean this process or be contrary to the laws of the State of New York pertaining to strikes or work stoppages by public employees during the duration of this Contract.

The Board hereby amends its by-laws, policies, rules and regulations of the Farmingdale U.F.S.D. to the extent necessary to give effect to the provisions of this Contract.

ARTICLE XXII -- Continuity

Any portion of this Contract not specifically designated for negotiation by either party shall be incorporated into the Contract which supersedes the current document.

ARTICLE XXIII -- Memoranda of Understanding

Articles IV-B-9; IV-H; and XVI-E are the subject of a clarifying Memorandum of Understanding dated November 17, 1978, which survives the execution of this Contract and is in effect for the duration of the Contract.

Article X, Paragraph "C" of the 1985-88 Agreement is the subject of a clarifying Memorandum of Understanding dated March 20, 1985.

The agreement dated November 17, 1978, between the Farmingdale Federation of Teachers and the Farmingdale Union Free School District relating to Article IV-H is hereby amended as follows: The parties agree that should the minimum number of days required by State law or Commissioner's Regulation exceed 182, there shall be no additional compensation to the staff for the first such additional day unless required by said law or regulation. Payment of additional compensation for any other such additional days shall be subject to negotiations between the parties.

Excellence in Teaching (EIT): A separate Memorandum exists dated June 19, 1992, in which the terms and conditions of the distribution of any EIT funds available during the 1992-93, 1993-94, and 1994-95 years were agreed upon.

ARTICLE XXIV -- Excessed Teachers

The Board of Education, in recognition of the problems of excessed teachers, agrees to provide a policy directing the establishment of a program for excessed teachers aimed at assisting the excessed teacher. This program shall include, but not be limited to, the following:

1. Provision of an exit interview (which shall include a review of certification and interests of the teacher).
2. Specific notification of all positions which become available later in the area in which the teacher is certified.
3. Provision of an employment interview for such position, if requested by the teacher, by both building and central office administration.

ARTICLE XXV -- 3020a Procedures

A teacher against whom charges have been filed pursuant to Section 3020a of the Education Law shall receive the regular full pay to which he would otherwise be entitled pursuant to Article XIX for a period of four calendar months commencing from the date he is served with such charges. During the fifth and sixth calendar months such pay may be reduced by one-half. Thereafter such suspension may be without pay.

If the teacher is not terminated as a result of the charges filed against him, whether by recommendation of the hearing panel or as the result of an appeal as provided in Section 3020a, Paragraph 5, he shall be repaid any salary withheld pursuant to Paragraph 1 above, less any earnings had during this period from his/her employment status with the District or any new employment assumed during the period of suspension.

It is incumbent upon the District to commence its case within thirty (30) days of service of the charges upon the teacher or as soon thereafter as the panel is convened and ready to start hearings.

In the event the panel is prepared to commence the hearing within such thirty (30) days and the proceedings are not commenced because of the District's failure to start its case, then the resulting days of delay beyond the thirty (30) days from the teacher's receipt of the charge shall automatically enlarge, day-for-day, the period of time during which the teacher shall receive full pay.

The District shall indicate the number of days needed to complete its case, and they shall be scheduled consecutively to conclusion, subject to the availability of the impartial and the teacher designated panelists.

The teacher's case shall also be put on in consecutive days subject to the availability of the impartial and the teacher designated panelists.

ARTICLE XXVI -- Professional Development Fund

During each year of the contract, the Board of Education shall budget a sum of money equal to .001 of the salary base for that year to be used for professional visitation and inservice salaries.

ARTICLE XXVII -- Duration

The provisions of this Contract shall be effective as of the date July 1, 2001, and shall remain in full force and effect until June 30, 2005.

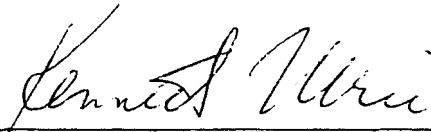
IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this 21
day of March 2002.

Board of Education
Farmingdale Union Free School District
Towns of Oyster Bay and Babylon
Counties of Nassau and Suffolk
State of New York

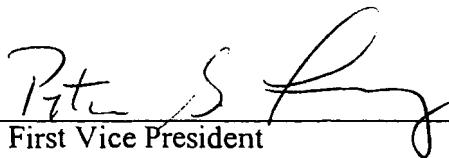


Authorized Board Representative

Farmingdale Federation of Teachers, Inc.
Local 1889, NYSUT, AFT, AFL-CIO



President



First Vice President

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SCHEDULE I

1. Salary adjustments for graduate study must be made from accredited institutions and/or acceptable by the State Education Department. Inservice courses must be approved.

SCHEDULE II

Schedule IIA - Auxiliary Schedules - Summary - see page 42

Schedule IIB (1-2-3-4-5) - Per Diem Summer School Salary Schedules - see pages 43, 44, 45, 46, and 47.

Schedule IIC (1-2-3-4-5) - Summer Curriculum Writing Schedules - see pages 48, 49, 50, 51, and 52.

Schedule I-A-1

| BASE YEAR | | 2000 - 01 Teacher Salary Schedule | | | | | | | | | | | | | |
|-----------|------------|-----------------------------------|------------|--------|------------|--------|------------|--------|------------|--------|------------|--------|------------|--------|-------------------|
| 3.00% | | | | | | | | | | | | | | | |
| Step | Compressed | | Compressed | | Compressed | | Compressed | | Compressed | | Compressed | | Compressed | | M+75 Doctorate |
| | B+00 | B+10 | B+15 | B+20 | B+30 | M+00 | M+10 | M+15 | M+20 | M+30 | M+40 | M+45 | M+50 | M+60 | |
| 01 | 36,812 | 37,731 | 38,191 | 38,651 | 40,499 | 43,427 | 44,366 | 44,817 | 45,266 | 47,113 | 48,030 | 48,490 | 48,951 | 50,795 | 52,638 |
| 02 | 38,524 | 39,435 | 39,899 | 40,362 | 42,201 | 45,139 | 46,071 | 46,525 | 46,980 | 48,825 | 49,745 | 50,208 | 50,668 | 52,508 | 54,349 |
| 03 | 40,227 | 41,141 | 41,603 | 42,066 | 43,910 | 46,852 | 47,775 | 48,236 | 48,698 | 50,541 | 51,459 | 51,919 | 52,377 | 54,215 | 56,061 |
| 04 | 41,933 | 42,855 | 43,288 | 43,720 | 45,617 | 48,561 | 49,481 | 49,945 | 50,411 | 52,254 | 53,168 | 53,628 | 54,090 | 55,934 | 57,775 |
| 05 | 43,620 | 44,544 | 45,001 | 45,459 | 47,307 | 50,245 | 51,169 | 51,628 | 52,087 | 53,932 | 54,853 | 55,312 | 55,773 | 57,618 | 59,453 |
| 06 | 45,281 | 46,201 | 46,661 | 47,121 | 48,965 | 51,911 | 52,830 | 53,294 | 53,757 | 55,595 | 56,517 | 56,977 | 57,438 | 59,283 | 61,125 |
| 07 | 46,972 | 47,883 | 48,349 | 48,816 | 50,648 | 53,708 | 54,633 | 55,092 | 55,550 | 57,386 | 58,303 | 58,768 | 59,235 | 61,076 | 62,913 |
| 08 | 48,650 | 49,573 | 50,099 | 50,626 | 52,332 | 55,504 | 56,424 | 56,884 | 57,345 | 59,190 | 60,105 | 60,567 | 61,030 | 62,865 | 64,711 |
| 09 | 50,335 | 51,253 | 51,717 | 52,181 | 54,014 | 57,293 | 58,214 | 58,677 | 59,141 | 60,981 | 61,900 | 62,359 | 62,818 | 64,661 | 66,503 |
| 10 | 52,020 | 52,942 | 53,401 | 53,862 | 55,706 | 59,095 | 60,009 | 60,472 | 60,935 | 62,779 | 63,691 | 64,152 | 64,614 | 66,456 | 68,298 |
| 11 | 53,704 | 54,619 | 55,064 | 55,550 | 57,380 | 60,864 | 61,808 | 62,268 | 62,729 | 64,575 | 65,483 | 65,950 | 66,407 | 68,251 | 70,098 |
| 12 | 55,394 | 56,309 | 56,768 | 57,228 | 59,071 | 62,682 | 63,600 | 64,064 | 64,530 | 66,363 | 67,447 | 67,823 | 68,199 | 70,044 | 71,888 |
| 13 | 57,072 | 57,987 | 58,450 | 58,913 | 60,754 | 64,485 | 65,398 | 65,856 | 66,314 | 68,156 | 69,069 | 69,535 | 70,000 | 71,839 | 73,682 |
| 14 | 58,756 | 59,670 | 60,133 | 60,595 | 62,439 | 66,269 | 67,190 | 67,648 | 68,105 | 69,952 | 70,873 | 71,334 | 71,793 | 73,637 | 75,480 |
| 15 | 60,439 | 61,359 | 61,823 | 62,286 | 64,123 | 68,066 | 68,977 | 69,440 | 69,904 | 71,761 | 72,669 | 73,129 | 73,588 | 75,431 | 77,281 |
| 16 | 62,129 | 63,048 | 63,509 | 63,970 | 65,805 | 69,864 | 70,782 | 71,241 | 71,700 | 73,545 | 74,462 | 74,921 | 75,382 | 77,230 | 79,067 |
| 17 | 63,804 | 64,724 | 65,184 | 65,644 | 67,490 | 71,658 | 72,574 | 73,035 | 73,494 | 75,343 | 76,266 | 76,724 | 77,182 | 79,017 | 80,865 |
| 18 | 65,493 | 66,409 | 66,871 | 67,333 | 69,176 | 73,451 | 74,367 | 74,832 | 75,297 | 77,137 | 78,058 | 78,515 | 78,972 | 80,815 | 82,666 |
| 19 | 67,191 | 68,107 | 68,569 | 69,031 | 70,874 | 75,149 | 76,065 | 76,530 | 76,995 | 78,835 | 79,756 | 80,213 | 80,670 | 82,513 | 84,366 |
| 20 | 68,821 | 69,738 | 70,199 | 70,660 | 72,503 | 76,778 | 77,694 | 78,159 | 78,624 | 80,464 | 81,385 | 81,842 | 82,300 | 84,143 | 85,996 |
| 21 | 69,876 | 70,788 | 71,249 | 71,710 | 73,553 | 77,828 | 78,744 | 79,201 | 79,658 | 81,498 | 82,419 | 82,876 | 83,333 | 85,176 | 87,029 |
| 22 | 71,408 | 72,321 | 72,779 | 73,237 | 75,080 | 79,355 | 80,271 | 80,728 | 81,185 | 83,025 | 83,946 | 84,403 | 84,860 | 86,703 | 88,556 |

Schedule I-A-2

YEAR ONE 2001 - 02 Teacher Salary Schedule

3.25%

| Step | Compressed | | Compressed | | B+30 | Compressed | | M+15 | Compressed | | M+30 | Compressed | | M+45 | Compressed | | M+60 | M+75 |
|------|------------|--------|------------|--------|--------|------------|--------|--------|------------|--------|--------|------------|-----------|--------|------------|--|------|------|
| | B+00 | B+10 | B+15 | B+20 | | B+60 | M+10 | | M+20 | M+40 | | M+50 | Doctorate | | | | | |
| 01 | 38,009 | 38,957 | 39,432 | 39,907 | 41,815 | 44,838 | 45,808 | 46,273 | 46,738 | 48,645 | 49,591 | 50,066 | 50,541 | 52,446 | 54,349 | | | |
| 02 | 39,776 | 40,717 | 41,196 | 41,674 | 43,572 | 46,606 | 47,568 | 48,037 | 48,506 | 50,412 | 51,362 | 51,837 | 52,313 | 54,215 | 56,115 | | | |
| 03 | 41,535 | 42,478 | 42,955 | 43,433 | 45,337 | 48,374 | 49,328 | 49,803 | 50,279 | 52,183 | 53,132 | 53,608 | 54,079 | 55,977 | 57,883 | | | |
| 04 | 43,296 | 44,248 | 44,695 | 45,141 | 47,100 | 50,139 | 51,089 | 51,568 | 52,049 | 53,952 | 54,895 | 55,371 | 55,848 | 57,752 | 59,653 | | | |
| 05 | 45,037 | 45,992 | 46,464 | 46,937 | 48,845 | 51,878 | 52,832 | 53,306 | 53,780 | 55,685 | 56,636 | 57,110 | 57,585 | 59,491 | 61,385 | | | |
| 06 | 46,753 | 47,702 | 48,178 | 48,652 | 50,556 | 53,599 | 54,547 | 55,026 | 55,504 | 57,402 | 58,353 | 58,829 | 59,304 | 61,210 | 63,112 | | | |
| 07 | 48,499 | 49,439 | 49,920 | 50,402 | 52,294 | 55,453 | 56,409 | 56,882 | 57,355 | 59,251 | 60,198 | 60,678 | 61,160 | 63,061 | 64,958 | | | |
| 08 | 50,232 | 51,184 | 51,728 | 52,272 | 54,033 | 57,308 | 58,257 | 58,733 | 59,208 | 61,114 | 62,059 | 62,536 | 63,014 | 64,908 | 66,814 | | | |
| 09 | 51,970 | 52,919 | 53,398 | 53,877 | 55,769 | 59,155 | 60,106 | 60,584 | 61,063 | 62,962 | 63,912 | 64,385 | 64,859 | 66,763 | 68,664 | | | |
| 10 | 53,711 | 54,663 | 55,137 | 55,612 | 57,517 | 61,016 | 61,959 | 62,437 | 62,915 | 64,820 | 65,761 | 66,237 | 66,714 | 68,616 | 70,518 | | | |
| 11 | 55,449 | 56,394 | 56,875 | 57,355 | 59,245 | 62,863 | 63,816 | 64,292 | 64,767 | 66,674 | 67,621 | 68,093 | 68,565 | 70,469 | 72,374 | | | |
| 12 | 57,194 | 58,139 | 58,613 | 59,088 | 60,991 | 64,719 | 65,667 | 66,146 | 66,627 | 68,520 | 69,469 | 70,027 | 70,418 | 72,320 | 74,225 | | | |
| 13 | 58,927 | 59,872 | 60,350 | 60,828 | 62,728 | 66,581 | 67,523 | 67,996 | 68,469 | 70,371 | 71,313 | 71,795 | 72,275 | 74,174 | 76,077 | | | |
| 14 | 60,666 | 61,609 | 62,087 | 62,564 | 64,469 | 68,423 | 69,374 | 69,847 | 70,319 | 72,228 | 73,177 | 73,652 | 74,128 | 76,031 | 77,933 | | | |
| 15 | 62,404 | 63,353 | 63,833 | 64,310 | 66,207 | 70,278 | 71,219 | 71,697 | 72,176 | 74,114 | 75,031 | 75,505 | 75,960 | 77,863 | 79,792 | | | |
| 16 | 64,149 | 65,097 | 65,573 | 66,049 | 67,944 | 72,135 | 73,082 | 73,558 | 74,030 | 75,935 | 76,882 | 77,356 | 77,832 | 79,740 | 81,637 | | | |
| 17 | 65,878 | 66,827 | 67,303 | 67,777 | 69,684 | 73,987 | 74,933 | 75,408 | 75,883 | 77,792 | 78,744 | 79,217 | 79,690 | 81,585 | 83,493 | | | |
| 18 | 67,621 | 68,567 | 69,044 | 69,521 | 71,424 | 75,838 | 76,784 | 77,284 | 77,745 | 79,644 | 80,595 | 81,067 | 81,539 | 83,442 | 85,352 | | | |
| 19 | 69,714 | 70,668 | 71,139 | 71,613 | 73,515 | 78,045 | 78,998 | 79,474 | 79,950 | 81,855 | 82,798 | 83,271 | 83,743 | 85,652 | 87,550 | | | |
| 20 | 71,058 | 72,000 | 72,478 | 72,951 | 74,849 | 79,879 | 80,832 | 81,303 | 81,775 | 83,684 | 84,628 | 85,105 | 85,580 | 87,487 | 89,384 | | | |
| 21 | 72,147 | 73,088 | 73,565 | 74,040 | 75,949 | 82,120 | 83,071 | 83,541 | 84,013 | 85,914 | 86,872 | 87,343 | 87,813 | 89,718 | 91,619 | | | |
| 22 | 73,729 | 74,671 | 75,144 | 75,617 | 77,475 | 84,730 | 85,675 | 86,139 | 86,605 | 88,494 | 89,446 | 89,915 | 90,365 | 92,249 | 94,118 | | | |

Schedule I-A-3

YEAR TWO 2002 - 03 Teacher Salary Schedule

3.30%

| Step | Compressed | | Compressed | | B+30 | Compressed | | M+00 | Compressed | | M+30 | Compressed | | M+60 | M+75 Doctorate |
|------|------------|--------|------------|--------|--------|------------|--------|--------|------------|--------|--------|------------|--------|--------|-------------------|
| | B+00 | B+10 | B+15 | B+20 | | B+60 | M+10 | | M+15 | M+20 | | M+40 | M+45 | M+50 | |
| 01 | 39,263 | 40,243 | 40,734 | 41,224 | 43,195 | 46,318 | 47,320 | 47,800 | 48,280 | 50,250 | 51,227 | 51,718 | 52,209 | 54,177 | 56,143 |
| 02 | 41,089 | 42,061 | 42,556 | 43,049 | 45,010 | 48,144 | 49,138 | 49,622 | 50,107 | 52,076 | 53,057 | 53,548 | 54,039 | 56,004 | 57,967 |
| 03 | 42,905 | 43,880 | 44,372 | 44,866 | 46,833 | 49,971 | 50,956 | 51,447 | 51,938 | 53,905 | 54,885 | 55,375 | 55,864 | 57,824 | 59,793 |
| 04 | 44,725 | 45,708 | 46,170 | 46,630 | 48,654 | 51,794 | 52,775 | 53,270 | 53,766 | 55,732 | 56,707 | 57,198 | 57,691 | 59,658 | 61,621 |
| 05 | 46,524 | 47,510 | 47,997 | 48,486 | 50,457 | 53,590 | 54,575 | 55,065 | 55,555 | 57,522 | 58,505 | 58,994 | 59,486 | 61,454 | 63,411 |
| 06 | 48,295 | 49,276 | 49,768 | 50,258 | 52,225 | 55,367 | 56,347 | 56,842 | 57,338 | 59,297 | 60,279 | 60,770 | 61,261 | 63,230 | 65,195 |
| 07 | 50,099 | 51,070 | 51,568 | 52,065 | 54,020 | 57,283 | 58,271 | 58,759 | 59,248 | 61,206 | 62,184 | 62,681 | 63,178 | 65,142 | 67,101 |
| 08 | 51,889 | 52,873 | 53,435 | 53,997 | 55,816 | 59,199 | 60,180 | 60,671 | 61,162 | 63,131 | 64,107 | 64,599 | 65,093 | 67,050 | 69,018 |
| 09 | 53,685 | 54,665 | 55,160 | 55,655 | 57,610 | 61,107 | 62,089 | 62,583 | 63,078 | 65,040 | 66,021 | 66,510 | 67,000 | 68,966 | 70,930 |
| 10 | 55,483 | 56,467 | 56,956 | 57,448 | 59,415 | 63,029 | 64,004 | 64,498 | 64,991 | 66,959 | 67,931 | 68,423 | 68,916 | 70,880 | 72,845 |
| 11 | 57,279 | 58,255 | 58,751 | 59,248 | 61,200 | 64,937 | 65,922 | 66,413 | 66,905 | 68,874 | 69,853 | 70,340 | 70,828 | 72,795 | 74,762 |
| 12 | 59,082 | 60,058 | 60,548 | 61,038 | 63,004 | 66,854 | 67,834 | 68,329 | 68,826 | 70,781 | 71,767 | 72,258 | 72,740 | 74,707 | 76,674 |
| 13 | 60,872 | 61,848 | 62,341 | 62,835 | 64,799 | 68,778 | 69,751 | 70,240 | 70,729 | 72,693 | 73,667 | 74,184 | 74,680 | 76,621 | 78,587 |
| 14 | 62,668 | 63,643 | 64,136 | 64,629 | 66,596 | 70,681 | 71,663 | 72,152 | 72,639 | 74,609 | 75,591 | 76,083 | 76,572 | 78,540 | 80,504 |
| 15 | 64,463 | 65,444 | 65,939 | 66,433 | 68,392 | 72,597 | 73,569 | 74,063 | 74,558 | 76,560 | 77,507 | 77,997 | 78,487 | 80,453 | 82,425 |
| 16 | 66,266 | 67,245 | 67,737 | 68,229 | 70,186 | 74,515 | 75,494 | 75,984 | 76,473 | 78,441 | 79,419 | 79,909 | 80,400 | 82,371 | 84,331 |
| 17 | 68,052 | 69,033 | 69,524 | 70,014 | 71,983 | 76,428 | 77,406 | 77,897 | 78,387 | 80,359 | 81,343 | 81,831 | 82,320 | 84,277 | 86,248 |
| 18 | 69,853 | 70,830 | 71,323 | 71,815 | 73,781 | 78,340 | 79,318 | 79,814 | 80,310 | 82,272 | 83,255 | 83,742 | 84,229 | 86,195 | 88,169 |
| 19 | 72,014 | 72,998 | 73,487 | 73,976 | 75,941 | 80,620 | 81,605 | 82,096 | 82,589 | 84,556 | 85,531 | 86,019 | 86,508 | 88,479 | 90,440 |
| 20 | 73,403 | 74,376 | 74,867 | 75,359 | 77,319 | 82,515 | 83,499 | 83,986 | 84,474 | 86,446 | 87,421 | 87,913 | 88,404 | 90,374 | 92,334 |
| 21 | 74,528 | 75,500 | 75,993 | 76,484 | 78,455 | 84,830 | 85,812 | 86,298 | 86,785 | 88,749 | 89,739 | 90,225 | 90,711 | 92,678 | 94,643 |
| 22 | 76,162 | 77,136 | 77,624 | 78,113 | 80,031 | 87,526 | 88,502 | 88,982 | 89,462 | 91,414 | 92,398 | 92,883 | 93,367 | 95,294 | 97,223 |

Schedule I-A-4

YEAR THREE 2003 - 04 Teacher Salary Schedule

3.50%

| Step | B+00 | Compressed B+10 | Compressed B+15 | Compressed B+20 | Compressed B+30 | Compressed M+00 | Compressed B+60 M+10 | Compressed M+15 | Compressed M+20 | Compressed M+30 | Compressed M+40 | Compressed M+45 | Compressed M+50 | Compressed M+60 | M+75 Doctorate |
|------|--------|--------------------|--------------------|--------------------|--------------------|--------------------|----------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|-------------------|
| 01 | 40,637 | 41,651 | 42,159 | 42,666 | 44,707 | 47,939 | 48,978 | 49,473 | 49,970 | 52,009 | 53,020 | 53,528 | 54,037 | 56,073 | 58,108 |
| 02 | 42,527 | 43,533 | 44,045 | 44,558 | 46,586 | 49,829 | 50,857 | 51,359 | 51,881 | 53,898 | 54,914 | 55,422 | 55,930 | 57,964 | 59,996 |
| 03 | 44,407 | 45,416 | 45,926 | 46,437 | 48,473 | 51,720 | 52,739 | 53,248 | 53,756 | 55,792 | 56,808 | 57,313 | 57,819 | 59,848 | 61,886 |
| 04 | 46,290 | 47,308 | 47,786 | 48,262 | 50,357 | 53,807 | 54,822 | 55,135 | 55,648 | 57,683 | 58,692 | 59,200 | 59,710 | 61,746 | 63,778 |
| 05 | 48,152 | 49,173 | 49,677 | 50,183 | 52,223 | 55,466 | 56,485 | 56,992 | 57,499 | 59,538 | 60,552 | 61,059 | 61,588 | 63,605 | 65,631 |
| 06 | 49,986 | 51,001 | 51,510 | 52,017 | 54,053 | 57,305 | 58,319 | 58,832 | 59,343 | 61,372 | 62,389 | 62,897 | 63,405 | 65,443 | 67,476 |
| 07 | 51,853 | 52,858 | 53,373 | 53,888 | 55,910 | 59,288 | 60,310 | 60,816 | 61,321 | 63,348 | 64,381 | 64,875 | 65,390 | 67,422 | 69,450 |
| 08 | 53,705 | 54,723 | 55,305 | 55,886 | 57,770 | 61,271 | 62,286 | 62,795 | 63,303 | 65,340 | 66,350 | 66,880 | 67,371 | 69,397 | 71,434 |
| 09 | 55,564 | 56,579 | 57,091 | 57,603 | 59,626 | 63,246 | 64,262 | 64,774 | 65,286 | 67,317 | 68,332 | 68,838 | 69,345 | 71,380 | 73,413 |
| 10 | 57,425 | 58,443 | 58,950 | 59,458 | 61,494 | 65,235 | 66,244 | 66,755 | 67,266 | 69,302 | 70,308 | 70,818 | 71,328 | 73,361 | 75,395 |
| 11 | 59,284 | 60,294 | 60,806 | 61,321 | 63,342 | 67,210 | 68,230 | 68,738 | 69,246 | 71,285 | 72,298 | 72,802 | 73,307 | 75,343 | 77,379 |
| 12 | 61,150 | 62,160 | 62,667 | 63,174 | 65,209 | 69,194 | 70,208 | 70,721 | 71,234 | 73,259 | 74,255 | 74,870 | 75,285 | 77,322 | 79,358 |
| 13 | 63,002 | 64,012 | 64,523 | 65,034 | 67,066 | 71,185 | 72,193 | 72,698 | 73,204 | 75,237 | 76,245 | 76,760 | 77,274 | 79,303 | 81,338 |
| 14 | 64,861 | 65,870 | 66,381 | 66,891 | 68,927 | 73,155 | 74,172 | 74,677 | 75,182 | 77,220 | 78,237 | 78,745 | 79,252 | 81,289 | 83,322 |
| 15 | 66,719 | 67,735 | 68,247 | 68,758 | 70,786 | 75,138 | 76,144 | 76,655 | 77,167 | 79,239 | 80,220 | 80,727 | 81,234 | 83,269 | 85,310 |
| 16 | 68,585 | 69,599 | 70,107 | 70,617 | 72,642 | 77,123 | 78,136 | 78,643 | 79,150 | 81,186 | 82,199 | 82,706 | 83,214 | 85,254 | 87,282 |
| 17 | 70,433 | 71,449 | 71,957 | 72,464 | 74,503 | 79,103 | 80,115 | 80,623 | 81,130 | 83,172 | 84,190 | 84,695 | 85,201 | 87,227 | 89,267 |
| 18 | 72,298 | 73,309 | 73,819 | 74,329 | 76,363 | 81,082 | 82,094 | 82,607 | 83,121 | 85,152 | 86,169 | 86,673 | 87,177 | 89,212 | 91,255 |
| 19 | 74,153 | 75,153 | 75,659 | 76,166 | 78,199 | 83,442 | 84,461 | 84,970 | 85,479 | 87,515 | 88,524 | 89,030 | 89,534 | 91,576 | 93,605 |
| 20 | 75,972 | 76,979 | 77,488 | 77,996 | 80,026 | 85,403 | 86,421 | 86,926 | 87,430 | 89,472 | 90,480 | 90,990 | 91,498 | 93,537 | 95,565 |
| 21 | 77,137 | 78,143 | 78,652 | 79,161 | 81,201 | 87,799 | 88,816 | 89,319 | 89,823 | 91,855 | 92,860 | 93,363 | 93,866 | 95,922 | 97,955 |
| 22 | 78,828 | 79,835 | 80,341 | 80,847 | 82,832 | 90,589 | 91,600 | 92,096 | 92,594 | 94,614 | 95,632 | 96,134 | 96,635 | 98,629 | 100,628 |

Schedule I-A-5

YEAR FOUR 2004 - 05 Teacher Salary Schedule

3.50%

| Step | Compressed | | Compressed | | Compressed | | Compressed | | Compressed | | Compressed | | Compressed | | M+75 Doctorate |
|------|------------|--------|------------|--------|------------|--------|------------|--------|------------|--------|------------|--------|------------|---------|-------------------|
| | B+00 | B+10 | B+15 | B+20 | B+30 | M+00 | M+10 | M+15 | M+20 | M+30 | M+40 | M+45 | M+50 | M+60 | |
| 01 | 42,059 | 43,109 | 43,635 | 44,160 | 46,271 | 49,617 | 50,690 | 51,205 | 51,719 | 53,829 | 54,876 | 55,402 | 55,928 | 58,035 | 60,141 |
| 02 | 44,015 | 45,056 | 45,587 | 46,116 | 48,216 | 51,573 | 52,637 | 53,157 | 53,676 | 55,785 | 56,838 | 57,362 | 57,888 | 59,993 | 62,098 |
| 03 | 45,961 | 47,005 | 47,533 | 48,062 | 50,169 | 53,530 | 54,585 | 55,111 | 55,637 | 57,745 | 58,794 | 59,319 | 59,842 | 61,943 | 64,052 |
| 04 | 47,910 | 48,964 | 49,458 | 49,952 | 52,120 | 55,483 | 56,534 | 57,064 | 57,596 | 59,702 | 60,746 | 61,272 | 61,800 | 63,907 | 66,010 |
| 05 | 49,837 | 50,894 | 51,416 | 51,939 | 54,051 | 57,407 | 58,462 | 58,987 | 59,512 | 61,619 | 62,672 | 63,198 | 63,722 | 65,831 | 67,928 |
| 06 | 51,735 | 52,786 | 53,312 | 53,837 | 55,945 | 59,311 | 60,360 | 60,891 | 61,420 | 63,520 | 64,572 | 65,098 | 65,625 | 67,733 | 69,838 |
| 07 | 53,668 | 54,708 | 55,241 | 55,774 | 57,867 | 61,363 | 62,421 | 62,944 | 63,468 | 65,565 | 66,614 | 67,145 | 67,678 | 69,782 | 71,881 |
| 08 | 55,585 | 56,639 | 57,241 | 57,843 | 59,791 | 63,415 | 64,466 | 64,992 | 65,519 | 67,627 | 68,673 | 69,200 | 69,729 | 71,826 | 73,934 |
| 09 | 57,509 | 58,559 | 59,089 | 59,619 | 61,713 | 65,459 | 66,512 | 67,041 | 67,571 | 69,673 | 70,724 | 71,247 | 71,772 | 73,878 | 75,982 |
| 10 | 59,435 | 60,488 | 61,013 | 61,539 | 63,647 | 67,519 | 68,563 | 69,091 | 69,620 | 71,728 | 72,769 | 73,297 | 73,824 | 75,929 | 78,033 |
| 11 | 61,359 | 62,404 | 62,936 | 63,468 | 65,559 | 69,583 | 70,618 | 71,144 | 71,670 | 73,780 | 74,828 | 75,350 | 75,872 | 77,980 | 80,087 |
| 12 | 63,290 | 64,335 | 64,860 | 65,385 | 67,491 | 71,616 | 72,666 | 73,196 | 73,728 | 75,823 | 76,861 | 77,391 | 77,920 | 80,028 | 82,135 |
| 13 | 65,207 | 66,253 | 66,782 | 67,311 | 69,414 | 73,677 | 74,719 | 75,243 | 75,766 | 77,871 | 78,913 | 79,447 | 79,978 | 82,079 | 84,185 |
| 14 | 67,131 | 68,176 | 68,704 | 69,232 | 71,339 | 75,715 | 76,768 | 77,291 | 77,813 | 79,923 | 80,975 | 81,502 | 82,028 | 84,134 | 86,238 |
| 15 | 69,054 | 70,105 | 70,636 | 71,164 | 73,264 | 77,768 | 78,809 | 79,338 | 79,868 | 82,013 | 83,028 | 83,552 | 84,077 | 86,183 | 88,296 |
| 16 | 70,985 | 72,035 | 72,561 | 73,089 | 75,185 | 79,823 | 80,871 | 81,395 | 81,920 | 84,028 | 85,076 | 85,601 | 86,127 | 88,238 | 90,337 |
| 17 | 72,899 | 73,949 | 74,476 | 75,000 | 77,111 | 81,872 | 82,919 | 83,445 | 83,970 | 86,083 | 87,138 | 87,660 | 88,183 | 90,280 | 92,391 |
| 18 | 74,828 | 75,875 | 76,403 | 76,930 | 79,036 | 83,920 | 84,967 | 85,499 | 86,030 | 88,132 | 89,184 | 89,707 | 90,229 | 92,335 | 94,449 |
| 19 | 77,144 | 78,197 | 78,721 | 79,245 | 81,350 | 86,382 | 87,417 | 87,943 | 88,471 | 90,578 | 91,622 | 92,146 | 92,668 | 94,781 | 96,881 |
| 20 | 78,631 | 79,674 | 80,200 | 80,726 | 82,827 | 88,393 | 89,446 | 89,988 | 90,490 | 92,603 | 93,647 | 94,175 | 94,701 | 96,811 | 98,910 |
| 21 | 79,836 | 80,878 | 81,405 | 81,931 | 84,043 | 90,872 | 91,924 | 92,445 | 92,967 | 95,070 | 96,131 | 96,651 | 97,172 | 99,279 | 101,384 |
| 22 | 81,587 | 82,630 | 83,153 | 83,676 | 85,731 | 93,760 | 94,806 | 95,319 | 95,834 | 97,925 | 98,979 | 99,498 | 100,017 | 102,081 | 104,148 |

SCHEDULE II-A: AUXILIARY SCHEDULES

| Category of Activity | 2000-01 Base Year 3.00% | 2001-02 3.25% | 2002-03 3.30% | 2003-04 3.50% | 2004-05 3.50% |
|---|--|--------------------------|--------------------------|--------------------------|--------------------------|
| Coaching & Extra Curricular | \$476.18 | \$491.66 | \$507.88 | \$525.66 | \$544.05 |
| Curriculum Related Services | | | | | |
| Attendance at CSE Meetings | \$32.56 | \$33.62 | \$34.73 | \$35.94 | \$37.20 |
| Standardized Exam Scoring | \$32.56 | \$33.62 | \$34.73 | \$35.94 | \$37.20 |
| Home Tutoring | \$32.56 | \$33.62 | \$34.73 | \$35.94 | \$37.20 |
| Substitute Teachers | | | | | |
| Full Day | \$95.13 | \$98.22 | \$101.46 | \$105.01 | \$108.69 |
| Half Day divide by 2 | | | | | |
| 200 Days | \$108.73 | \$112.26 | \$115.97 | \$120.03 | \$124.23 |
| Half Day divide by 2 | | | | | |
| 20 Consecutive Days for Same | | | | | |
| Teacher Adjustment | \$13.60 | \$14.04 | \$14.51 | \$15.01 | \$15.54 |
| Inservice | \$16.70 | \$17.24 | \$17.81 | \$18.44 | \$19.08 |
| Period Coverage Article IV-B-7 | \$48.96 | \$50.55 | \$52.22 | \$54.05 | \$55.94 |
| Stipends | | | | | |
| Dean | \$2,193 | \$2,264 | \$2,339 | \$2,421 | \$2,506 |
| Lead - Regular | \$731 | \$755 | \$780 | \$807 | \$835 |
| Lead - Science | \$1,042 | \$1,076 | \$1,111 | \$1,150 | \$1,191 |
| Guidance & Attendance | \$1,255 | \$1,296 | \$1,339 | \$1,385 | \$1,434 |
| Student Supervision Maximum 5 hours | \$27.13 | \$28.01 | \$28.94 | \$29.95 | \$31.00 |
| Curriculum Committee | | | | | |
| Full School Year | 3.00% \$826.06 | 3.25% \$852.91 | 3.30% \$881.05 | 3.50% \$911.89 | 3.50% \$943.81 |
| Half School Year | \$413.04 | \$426.46 | \$440.54 | \$455.96 | \$471.91 |
| Benefit Fund | 3.00% \$948.63 | 3.25% \$979.46 | 3.30% \$1,011.78 | 3.50% \$1,047.20 | 3.50% \$1,083.85 |

Schedule II-B-1

BASE YEAR

3.00%

2000 - 01 Summer School Salary Schedule

To be PAID in the Summer of 2000

| Step | B+00 | B+10 | B+15 | B+20 | B+30 | B+60 | M+00 | M+10 | M+15 | M+20 | M+30 | M+40 | M+45 | M+50 | M+60 | M+75 Doctorate |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------------------|
| 01 | 86.86 | 86.86 | 86.86 | 86.86 | 91.48 | 98.32 | 96.03 | 96.03 | 97.18 | 98.32 | 102.87 | 102.87 | 104.03 | 105.17 | 105.17 | 107.46 |
| 02 | 86.86 | 89.17 | 89.17 | 89.17 | 93.74 | 100.59 | 98.32 | 98.32 | 98.32 | 98.32 | 102.87 | 105.17 | 105.17 | 105.17 | 107.46 | 109.74 |
| 03 | 89.17 | 91.48 | 91.48 | 91.48 | 96.03 | 102.87 | 98.32 | 100.59 | 100.59 | 100.59 | 105.17 | 107.46 | 107.46 | 107.46 | 109.74 | 112.05 |
| 04 | 91.48 | 91.48 | 92.61 | 93.74 | 98.32 | 105.17 | 100.59 | 102.87 | 102.87 | 102.87 | 107.46 | 107.46 | 108.59 | 109.74 | 112.05 | 114.31 |
| 05 | 93.74 | 93.74 | 94.89 | 96.03 | 100.59 | 107.46 | 102.87 | 102.87 | 104.03 | 105.17 | 109.74 | 109.74 | 110.90 | 112.05 | 112.05 | 114.31 |
| 06 | 93.74 | 96.03 | 96.03 | 96.03 | 100.59 | 107.46 | 105.17 | 105.17 | 105.17 | 105.17 | 112.05 | 112.05 | 112.05 | 112.05 | 114.31 | 116.59 |
| 07 | 96.03 | 98.32 | 98.32 | 98.32 | 102.87 | 109.74 | 105.17 | 107.46 | 107.46 | 107.46 | 112.05 | 114.31 | 114.31 | 114.31 | 116.59 | 118.88 |
| 08 | 98.32 | 98.32 | 99.46 | 100.59 | 105.17 | 112.05 | 107.46 | 109.74 | 109.74 | 109.74 | 114.31 | 116.59 | 116.59 | 116.59 | 118.88 | 121.17 |
| 09 | 100.59 | 100.59 | 101.73 | 102.87 | 107.46 | 114.31 | 109.74 | 112.05 | 112.05 | 112.05 | 116.59 | 116.59 | 117.73 | 118.88 | 121.17 | 123.47 |
| 10 | 102.87 | 102.87 | 102.87 | 102.87 | 107.46 | 116.59 | 112.05 | 112.05 | 113.18 | 114.31 | 118.88 | 118.88 | 120.02 | 121.17 | 121.17 | 123.47 |
| 11 | 102.87 | 105.17 | 105.17 | 105.17 | 109.74 | 116.59 | 114.31 | 114.31 | 115.45 | 116.59 | 121.17 | 121.17 | 121.17 | 121.17 | 123.47 | 125.76 |
| 12 | 105.17 | 105.17 | 106.32 | 107.46 | 112.05 | 118.88 | 116.59 | 116.59 | 116.59 | 116.59 | 123.47 | 123.47 | 123.47 | 123.47 | 125.76 | 128.03 |
| 13 | 107.46 | 107.46 | 108.59 | 109.74 | 114.31 | 121.17 | 116.59 | 118.88 | 118.88 | 118.88 | 123.47 | 125.76 | 125.76 | 125.76 | 128.03 | 130.33 |
| 14 | 109.74 | 109.74 | 109.74 | 109.74 | 114.31 | 123.47 | 118.88 | 121.17 | 121.17 | 121.17 | 125.76 | 125.76 | 126.89 | 128.03 | 130.33 | 132.60 |
| 15 | 109.74 | 112.05 | 112.05 | 112.05 | 116.59 | 125.76 | 121.17 | 121.17 | 122.33 | 123.47 | 128.03 | 128.03 | 129.18 | 130.33 | 132.60 | 132.60 |
| 16 | 112.05 | 114.31 | 114.31 | 114.31 | 118.88 | 125.76 | 123.47 | 123.47 | 124.62 | 125.76 | 130.33 | 130.33 | 131.46 | 132.60 | 132.60 | 134.86 |
| 17 | 114.31 | 114.31 | 115.45 | 116.59 | 121.17 | 128.03 | 125.76 | 125.76 | 125.76 | 125.76 | 132.60 | 132.60 | 132.60 | 132.60 | 134.86 | 137.19 |
| 18 | 116.59 | 116.59 | 116.59 | 116.59 | 123.47 | 130.33 | 125.76 | 128.03 | 128.03 | 128.03 | 132.60 | 134.86 | 134.86 | 134.86 | 137.19 | 139.47 |
| 19 | 118.88 | 118.88 | 118.88 | 118.88 | 123.47 | 132.60 | 128.03 | 130.33 | 130.33 | 130.33 | 134.86 | 137.19 | 137.19 | 137.19 | 139.47 | 141.76 |
| 20 | 118.88 | 121.17 | 121.17 | 121.17 | 125.76 | 134.86 | 130.33 | 132.60 | 132.60 | 132.60 | 137.19 | 139.47 | 139.47 | 139.47 | 141.76 | 144.05 |
| 21 | 121.17 | 121.17 | 121.17 | 121.17 | 128.03 | 137.19 | 132.60 | 134.86 | 134.86 | 134.86 | 139.47 | 141.76 | 141.76 | 141.76 | 144.05 | 146.33 |
| 22 | 121.17 | 123.47 | 123.47 | 123.47 | 128.03 | 139.47 | 134.86 | 137.19 | 137.19 | 137.19 | 141.76 | 144.05 | 144.05 | 144.05 | 146.33 | 148.59 |

Schedule II-B-2

YEAR ONE

3.25%

2001 - 02 Summer School Salary Schedule
To be PAID in the Summer of 2001

| Step | B+00 | Compressed B+10 | Compressed B+15 | Compressed B+20 | Compressed B+30 | Compressed B+60 | M+00 | Compressed M+10 | M+15 | Compressed M+20 | M+30 | Compressed M+40 | M+45 | Compressed M+50 | M+60 | M+75 Doctorate |
|------|--------|--------------------|--------------------|--------------------|--------------------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|-------------------|
| 01 | 89.68 | 89.68 | 89.68 | 89.68 | 94.45 | 101.52 | 99.15 | 99.15 | 100.34 | 101.52 | 106.21 | 106.21 | 107.41 | 108.59 | 108.59 | 110.95 |
| 02 | 89.68 | 92.07 | 92.07 | 92.07 | 96.79 | 103.86 | 101.52 | 101.52 | 101.52 | 101.52 | 106.21 | 108.59 | 108.59 | 108.59 | 110.95 | 113.31 |
| 03 | 92.07 | 94.45 | 94.45 | 94.45 | 99.15 | 106.21 | 101.52 | 103.86 | 103.86 | 103.86 | 108.59 | 110.95 | 110.95 | 110.95 | 113.31 | 115.70 |
| 04 | 94.45 | 94.45 | 95.62 | 96.79 | 101.52 | 108.59 | 103.86 | 106.21 | 106.21 | 106.21 | 110.95 | 110.95 | 112.12 | 113.31 | 115.70 | 118.02 |
| 05 | 96.79 | 96.79 | 97.97 | 99.15 | 103.86 | 110.95 | 106.21 | 106.21 | 107.41 | 108.59 | 113.31 | 113.31 | 114.50 | 115.70 | 115.70 | 118.02 |
| 06 | 96.79 | 99.15 | 99.15 | 99.15 | 103.86 | 110.95 | 108.59 | 108.59 | 108.59 | 108.59 | 115.70 | 115.70 | 115.70 | 115.70 | 118.02 | 120.38 |
| 07 | 99.15 | 101.52 | 101.52 | 101.52 | 106.21 | 113.31 | 108.59 | 110.95 | 110.95 | 110.95 | 115.70 | 118.02 | 118.02 | 118.02 | 120.38 | 122.74 |
| 08 | 101.52 | 101.52 | 102.69 | 103.86 | 108.59 | 115.70 | 110.95 | 113.31 | 113.31 | 113.31 | 118.02 | 120.38 | 120.38 | 120.38 | 122.74 | 125.11 |
| 09 | 103.86 | 103.86 | 105.04 | 106.21 | 110.95 | 118.02 | 113.31 | 115.70 | 115.70 | 115.70 | 120.38 | 120.38 | 121.56 | 122.74 | 125.11 | 127.48 |
| 10 | 106.21 | 106.21 | 106.21 | 106.21 | 110.95 | 120.38 | 115.70 | 115.70 | 116.85 | 118.02 | 122.74 | 122.74 | 123.92 | 125.11 | 125.11 | 127.48 |
| 11 | 106.21 | 108.59 | 108.59 | 108.59 | 113.31 | 120.38 | 118.02 | 118.02 | 119.21 | 120.38 | 125.11 | 125.11 | 125.11 | 125.11 | 127.48 | 129.85 |
| 12 | 108.59 | 108.59 | 109.77 | 110.95 | 115.70 | 122.74 | 120.38 | 120.38 | 120.38 | 120.38 | 127.48 | 127.48 | 127.48 | 127.48 | 129.85 | 132.19 |
| 13 | 110.95 | 110.95 | 112.12 | 113.31 | 118.02 | 125.11 | 120.38 | 122.74 | 122.74 | 122.74 | 127.48 | 129.85 | 129.85 | 129.85 | 132.19 | 134.57 |
| 14 | 113.31 | 113.31 | 113.31 | 113.31 | 118.02 | 127.48 | 122.74 | 125.11 | 125.11 | 125.11 | 129.85 | 129.85 | 131.02 | 132.19 | 134.57 | 136.91 |
| 15 | 113.31 | 115.70 | 115.70 | 115.70 | 120.38 | 129.85 | 125.11 | 125.11 | 126.30 | 127.48 | 132.19 | 132.19 | 133.38 | 134.57 | 136.91 | 136.91 |
| 16 | 115.70 | 118.02 | 118.02 | 118.02 | 122.74 | 129.85 | 127.48 | 127.48 | 128.67 | 129.85 | 134.57 | 134.57 | 135.74 | 136.91 | 136.91 | 139.25 |
| 17 | 118.02 | 118.02 | 119.21 | 120.38 | 125.11 | 132.19 | 129.85 | 129.85 | 129.85 | 129.85 | 136.91 | 136.91 | 136.91 | 136.91 | 139.25 | 141.65 |
| 18 | 120.38 | 120.38 | 120.38 | 120.38 | 127.48 | 134.57 | 129.85 | 132.19 | 132.19 | 132.19 | 136.91 | 139.25 | 139.25 | 139.25 | 141.65 | 144.00 |
| 19 | 122.74 | 122.74 | 122.74 | 122.74 | 127.48 | 136.91 | 132.19 | 134.57 | 134.57 | 134.57 | 139.25 | 141.65 | 141.65 | 141.65 | 144.00 | 146.37 |
| 20 | 122.74 | 125.11 | 125.11 | 125.11 | 129.85 | 139.25 | 134.57 | 136.91 | 136.91 | 136.91 | 141.65 | 144.00 | 144.00 | 144.00 | 146.37 | 148.73 |
| 21 | 125.11 | 125.11 | 125.11 | 125.11 | 132.19 | 141.65 | 136.91 | 139.25 | 139.25 | 139.25 | 144.00 | 146.37 | 146.37 | 146.37 | 148.73 | 151.08 |
| 22 | 125.11 | 127.48 | 127.48 | 127.48 | 132.19 | 144.00 | 139.25 | 141.65 | 141.65 | 141.65 | 146.37 | 148.73 | 148.73 | 148.73 | 151.08 | 153.42 |

Schedule II-B-3

YEAR TWO 2002 - 03 Summer School Salary Schedule
To be PAID in the Summer of 2002

3.30%

| Step | B+00 | B+10 | B+15 | B+20 | B+30 | Compressed B+60 | Compressed M+00 | Compressed M+10 | Compressed M+15 | Compressed M+20 | Compressed M+30 | Compressed M+40 | Compressed M+45 | Compressed M+50 | M+60 | M+75 Doctorate |
|------|--------|--------|--------|--------|--------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------|-------------------|
| 01 | 92.64 | 92.64 | 92.64 | 92.64 | 97.57 | 104.87 | 102.43 | 102.43 | 103.65 | 104.87 | 109.72 | 109.72 | 110.95 | 112.17 | 112.17 | 114.62 |
| 02 | 92.64 | 95.11 | 95.11 | 95.11 | 99.98 | 107.29 | 104.87 | 104.87 | 104.87 | 104.87 | 109.72 | 112.17 | 112.17 | 112.17 | 114.62 | 117.05 |
| 03 | 95.11 | 97.57 | 97.57 | 97.57 | 102.43 | 109.72 | 104.87 | 107.29 | 107.29 | 107.29 | 112.17 | 114.62 | 114.62 | 114.62 | 117.05 | 119.51 |
| 04 | 97.57 | 97.57 | 98.77 | 99.98 | 104.87 | 112.17 | 107.29 | 109.72 | 109.72 | 109.72 | 114.62 | 114.62 | 115.82 | 117.05 | 119.51 | 121.92 |
| 05 | 99.98 | 99.98 | 101.20 | 102.43 | 107.29 | 114.62 | 109.72 | 109.72 | 110.95 | 112.17 | 117.05 | 117.05 | 118.28 | 119.51 | 119.51 | 121.92 |
| 06 | 99.98 | 102.43 | 102.43 | 102.43 | 107.29 | 114.62 | 112.17 | 112.17 | 112.17 | 112.17 | 119.51 | 119.51 | 119.51 | 119.51 | 121.92 | 124.35 |
| 07 | 102.43 | 104.87 | 104.87 | 104.87 | 109.72 | 117.05 | 112.17 | 114.62 | 114.62 | 114.62 | 119.51 | 121.92 | 121.92 | 121.92 | 124.35 | 126.79 |
| 08 | 104.87 | 104.87 | 106.08 | 107.29 | 112.17 | 119.51 | 114.62 | 117.05 | 117.05 | 117.05 | 121.92 | 124.35 | 124.35 | 124.35 | 126.79 | 129.23 |
| 09 | 107.29 | 107.29 | 108.51 | 109.72 | 114.62 | 121.92 | 119.51 | 119.51 | 119.51 | 119.51 | 124.35 | 126.79 | 125.57 | 126.79 | 129.23 | 131.69 |
| 10 | 109.72 | 109.72 | 109.72 | 109.72 | 114.62 | 124.35 | 119.51 | 119.51 | 120.71 | 121.92 | 126.79 | 126.79 | 128.01 | 129.23 | 129.23 | 131.69 |
| 11 | 109.72 | 112.17 | 112.17 | 112.17 | 117.05 | 124.35 | 121.92 | 121.92 | 123.14 | 124.35 | 129.23 | 129.23 | 129.23 | 129.23 | 131.69 | 134.13 |
| 12 | 112.17 | 112.17 | 113.39 | 114.62 | 119.51 | 126.79 | 124.35 | 124.35 | 124.35 | 124.35 | 131.69 | 131.69 | 131.69 | 131.69 | 134.13 | 136.55 |
| 13 | 114.62 | 114.62 | 115.82 | 117.05 | 121.92 | 129.23 | 124.35 | 126.79 | 126.79 | 126.79 | 131.69 | 134.13 | 134.13 | 134.13 | 136.55 | 139.01 |
| 14 | 117.05 | 117.05 | 117.05 | 117.05 | 121.92 | 131.69 | 126.79 | 129.23 | 129.23 | 129.23 | 134.13 | 134.13 | 135.34 | 136.55 | 139.01 | 141.42 |
| 15 | 117.05 | 119.51 | 119.51 | 119.51 | 124.35 | 134.13 | 129.23 | 129.23 | 130.47 | 131.69 | 136.55 | 136.55 | 137.78 | 139.01 | 141.42 | 141.42 |
| 16 | 119.51 | 121.92 | 121.92 | 121.92 | 126.79 | 134.13 | 131.69 | 131.69 | 132.91 | 134.13 | 139.01 | 139.01 | 140.22 | 141.42 | 141.42 | 143.84 |
| 17 | 121.92 | 121.92 | 123.14 | 124.35 | 129.23 | 136.55 | 134.13 | 134.13 | 134.13 | 134.13 | 141.42 | 141.42 | 141.42 | 141.42 | 143.84 | 146.32 |
| 18 | 124.35 | 124.35 | 124.35 | 124.35 | 131.69 | 139.01 | 134.13 | 136.55 | 136.55 | 136.55 | 141.42 | 143.84 | 143.84 | 143.84 | 146.32 | 148.75 |
| 19 | 126.79 | 126.79 | 126.79 | 126.79 | 131.69 | 141.42 | 136.55 | 139.01 | 139.01 | 139.01 | 143.84 | 146.32 | 146.32 | 146.32 | 148.75 | 151.20 |
| 20 | 126.79 | 129.23 | 129.23 | 129.23 | 134.13 | 143.84 | 139.01 | 141.42 | 141.42 | 141.42 | 146.32 | 148.75 | 148.75 | 148.75 | 151.20 | 153.64 |
| 21 | 129.23 | 129.23 | 129.23 | 129.23 | 136.55 | 146.32 | 141.42 | 143.84 | 143.84 | 143.84 | 148.75 | 151.20 | 151.20 | 151.20 | 153.64 | 156.07 |
| 22 | 129.23 | 131.69 | 131.69 | 131.69 | 136.55 | 148.75 | 143.84 | 146.32 | 146.32 | 146.32 | 151.20 | 153.64 | 153.64 | 153.64 | 156.07 | 158.49 |

Schedule II-B-4

2003 - 04 Summer School Salary Schedule YEAR THREE To be PAID in the Summer of 2003

3.50%

| Step | B+00 | Compressed B+10 | B+15 | Compressed B+20 | B+30 | Compressed B+60 | M+00 | Compressed M+10 | M+15 | Compressed M+20 | M+30 | Compressed M+40 | M+45 | Compressed M+50 | M+60 | M+75 |
|------|--------|-----------------|--------|-----------------|--------|-----------------|--------|-----------------|--------|-----------------|--------|-----------------|--------|-----------------|--------|--------|
| 01 | 95.88 | 95.88 | 95.88 | 95.88 | 100.98 | 108.54 | 106.01 | 106.01 | 107.27 | 108.54 | 113.56 | 113.56 | 114.83 | 116.10 | 118.10 | 118.63 |
| 02 | 95.88 | 98.44 | 98.44 | 98.44 | 103.48 | 111.04 | 108.54 | 108.54 | 108.54 | 108.54 | 113.56 | 116.10 | 116.10 | 116.10 | 118.63 | 121.14 |
| 03 | 98.44 | 100.98 | 100.98 | 100.98 | 106.01 | 113.56 | 108.54 | 111.04 | 111.04 | 111.04 | 118.63 | 118.63 | 118.63 | 118.63 | 121.14 | 123.70 |
| 04 | 100.98 | 100.98 | 102.23 | 103.48 | 108.54 | 116.10 | 111.04 | 113.56 | 113.56 | 113.56 | 121.14 | 121.14 | 122.42 | 123.70 | 123.70 | 126.19 |
| 05 | 103.48 | 103.48 | 104.75 | 106.01 | 111.04 | 118.63 | 113.56 | 113.56 | 114.83 | 116.10 | 123.70 | 123.70 | 123.70 | 123.70 | 126.19 | 128.70 |
| 06 | 103.48 | 106.01 | 106.01 | 106.01 | 111.04 | 118.63 | 116.10 | 116.10 | 116.10 | 116.10 | 123.70 | 123.70 | 123.70 | 126.19 | 128.70 | 131.23 |
| 07 | 106.01 | 108.54 | 108.54 | 108.54 | 113.56 | 121.14 | 116.10 | 118.63 | 118.63 | 118.63 | 126.19 | 126.19 | 126.19 | 126.19 | 128.70 | 131.23 |
| 08 | 108.54 | 108.54 | 109.79 | 111.04 | 116.10 | 123.70 | 118.63 | 121.14 | 121.14 | 121.14 | 126.19 | 126.19 | 126.19 | 128.70 | 131.23 | 133.76 |
| 09 | 111.04 | 111.04 | 112.31 | 113.56 | 118.63 | 126.19 | 121.14 | 123.70 | 123.70 | 123.70 | 128.70 | 128.70 | 129.96 | 131.23 | 133.76 | 136.30 |
| 10 | 113.56 | 113.56 | 113.56 | 113.56 | 118.63 | 128.70 | 123.70 | 123.70 | 124.93 | 126.19 | 131.23 | 131.23 | 132.49 | 133.76 | 136.30 | 138.83 |
| 11 | 113.56 | 116.10 | 116.10 | 116.10 | 121.14 | 128.70 | 126.19 | 126.19 | 127.45 | 128.70 | 133.76 | 133.76 | 133.76 | 136.30 | 138.83 | 141.33 |
| 12 | 116.10 | 116.10 | 117.36 | 118.63 | 123.70 | 131.23 | 128.70 | 128.70 | 128.70 | 128.70 | 136.30 | 136.30 | 136.30 | 138.83 | 141.33 | 143.87 |
| 13 | 118.63 | 118.63 | 119.88 | 121.14 | 126.19 | 133.76 | 128.70 | 131.23 | 131.23 | 131.23 | 138.83 | 138.83 | 140.08 | 141.33 | 143.87 | 146.37 |
| 14 | 121.14 | 121.14 | 121.14 | 121.14 | 126.19 | 136.30 | 131.23 | 133.76 | 133.76 | 133.76 | 141.33 | 141.33 | 142.61 | 143.87 | 146.37 | 148.88 |
| 15 | 121.14 | 123.70 | 123.70 | 123.70 | 128.70 | 138.83 | 133.76 | 133.76 | 135.04 | 136.30 | 143.87 | 143.87 | 145.12 | 146.37 | 148.88 | 151.44 |
| 16 | 123.70 | 126.19 | 126.19 | 126.19 | 131.23 | 138.83 | 136.30 | 138.83 | 138.83 | 138.83 | 146.37 | 146.37 | 146.37 | 148.88 | 151.44 | 153.96 |
| 17 | 126.19 | 128.70 | 127.45 | 128.70 | 133.76 | 141.33 | 138.83 | 141.33 | 141.33 | 141.33 | 148.88 | 148.88 | 148.88 | 151.44 | 153.96 | 156.49 |
| 18 | 128.70 | 131.23 | 131.23 | 131.23 | 136.30 | 143.87 | 141.33 | 143.87 | 143.87 | 143.87 | 151.44 | 151.44 | 151.44 | 153.96 | 156.49 | 159.02 |
| 19 | 131.23 | 133.76 | 133.76 | 133.76 | 138.83 | 146.37 | 143.87 | 146.37 | 146.37 | 146.37 | 156.49 | 156.49 | 156.49 | 159.02 | 161.53 | 164.03 |
| 20 | 131.23 | 133.76 | 133.76 | 133.76 | 141.33 | 148.88 | 146.37 | 148.88 | 148.88 | 148.88 | 159.02 | 159.02 | 159.02 | 161.53 | 164.03 | |
| 21 | 133.76 | 133.76 | 133.76 | 133.76 | 141.33 | 151.44 | 146.37 | 148.88 | 148.88 | 148.88 | 156.49 | 156.49 | 156.49 | 159.02 | 161.53 | |
| 22 | 133.76 | 136.30 | 136.30 | 136.30 | 141.33 | 153.96 | 148.88 | 151.44 | 151.44 | 151.44 | 156.49 | 159.02 | 159.02 | 161.53 | | |

Schedule II-B-5

YEAR FOUR

3.50%

2004 - 05 Summer School Salary Schedule
To be PAID in the Summer of 2004

| Step | B+00 | Compressed B+10 | B+15 | Compressed B+20 | B+30 | Compressed B+60 | M+00 | Compressed M+10 | M+15 | Compressed M+20 | M+30 | Compressed M+40 | M+45 | Compressed M+50 | M+60 | <u>M+75</u> Doctorate |
|------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------------|
| 01 | 99.24 | 99.24 | 99.24 | 99.24 | 104.51 | 112.34 | 109.72 | 109.72 | 111.03 | 112.34 | 117.53 | 117.53 | 118.85 | 120.16 | 120.16 | 122.78 |
| 02 | 99.24 | 101.88 | 101.88 | 101.88 | 107.10 | 114.93 | 112.34 | 112.34 | 112.34 | 112.34 | 117.53 | 120.16 | 120.16 | 120.16 | 122.78 | 125.38 |
| 03 | 101.88 | 104.51 | 104.51 | 104.51 | 109.72 | 117.53 | 112.34 | 114.93 | 114.93 | 114.93 | 120.16 | 122.78 | 122.78 | 122.78 | 125.38 | 128.03 |
| 04 | 104.51 | 104.51 | 105.81 | 107.10 | 112.34 | 120.16 | 114.93 | 117.53 | 117.53 | 117.53 | 122.78 | 122.78 | 124.07 | 125.38 | 128.03 | 130.60 |
| 05 | 107.10 | 107.10 | 108.41 | 109.72 | 114.93 | 122.78 | 117.53 | 117.53 | 118.85 | 120.16 | 125.38 | 125.38 | 126.70 | 128.03 | 128.03 | 130.60 |
| 06 | 107.10 | 109.72 | 109.72 | 109.72 | 114.93 | 122.78 | 120.16 | 120.16 | 120.16 | 120.16 | 128.03 | 128.03 | 128.03 | 128.03 | 130.60 | 133.21 |
| 07 | 109.72 | 112.34 | 112.34 | 112.34 | 117.53 | 125.38 | 120.16 | 122.78 | 122.78 | 122.78 | 128.03 | 130.60 | 130.60 | 130.60 | 133.21 | 135.82 |
| 08 | 112.34 | 112.34 | 113.63 | 114.93 | 120.16 | 128.03 | 122.78 | 125.38 | 125.38 | 125.38 | 130.60 | 133.21 | 133.21 | 133.21 | 135.82 | 138.44 |
| 09 | 114.93 | 114.93 | 116.24 | 117.53 | 122.78 | 130.60 | 125.38 | 128.03 | 128.03 | 128.03 | 133.21 | 133.21 | 134.51 | 135.82 | 138.44 | 141.07 |
| 10 | 117.53 | 117.53 | 117.53 | 117.53 | 122.78 | 133.21 | 128.03 | 128.03 | 129.31 | 130.60 | 135.82 | 135.82 | 137.13 | 138.44 | 138.44 | 141.07 |
| 11 | 117.53 | 120.16 | 120.16 | 120.16 | 125.38 | 133.21 | 130.60 | 130.60 | 131.91 | 133.21 | 138.44 | 138.44 | 138.44 | 138.44 | 141.07 | 143.69 |
| 12 | 120.16 | 120.16 | 121.47 | 122.78 | 128.03 | 135.82 | 133.21 | 133.21 | 133.21 | 133.21 | 141.07 | 141.07 | 141.07 | 141.07 | 143.69 | 146.28 |
| 13 | 122.78 | 122.78 | 124.07 | 125.38 | 130.60 | 138.44 | 133.21 | 135.82 | 135.82 | 135.82 | 141.07 | 143.69 | 143.69 | 143.69 | 146.28 | 148.91 |
| 14 | 125.38 | 125.38 | 125.38 | 125.38 | 130.60 | 141.07 | 135.82 | 138.44 | 138.44 | 138.44 | 143.69 | 143.69 | 144.98 | 146.28 | 148.91 | 151.50 |
| 15 | 125.38 | 128.03 | 128.03 | 128.03 | 133.21 | 143.69 | 138.44 | 138.44 | 139.76 | 141.07 | 146.28 | 146.28 | 147.60 | 148.91 | 151.50 | 151.50 |
| 16 | 128.03 | 130.60 | 130.60 | 130.60 | 135.82 | 143.69 | 141.07 | 141.07 | 142.38 | 143.69 | 148.91 | 148.91 | 150.20 | 151.50 | 151.50 | 154.09 |
| 17 | 130.60 | 130.60 | 131.91 | 133.21 | 138.44 | 146.28 | 143.69 | 143.69 | 143.69 | 143.69 | 151.50 | 151.50 | 151.50 | 151.50 | 154.09 | 156.74 |
| 18 | 133.21 | 133.21 | 133.21 | 133.21 | 141.07 | 148.91 | 143.69 | 146.28 | 146.28 | 146.28 | 151.50 | 154.09 | 154.09 | 154.09 | 156.74 | 159.35 |
| 19 | 135.82 | 135.82 | 135.82 | 135.82 | 141.07 | 151.50 | 146.28 | 148.91 | 148.91 | 148.91 | 154.09 | 156.74 | 156.74 | 156.74 | 159.35 | 161.96 |
| 20 | 135.82 | 138.44 | 138.44 | 138.44 | 143.69 | 154.09 | 148.91 | 151.50 | 151.50 | 151.50 | 156.74 | 159.35 | 159.35 | 159.35 | 161.96 | 164.58 |
| 21 | 138.44 | 138.44 | 138.44 | 138.44 | 146.28 | 156.74 | 151.50 | 154.09 | 154.09 | 154.09 | 159.35 | 161.96 | 161.96 | 161.96 | 164.58 | 167.18 |
| 22 | 138.44 | 141.07 | 141.07 | 141.07 | 146.28 | 159.35 | 154.09 | 156.74 | 156.74 | 156.74 | 161.96 | 164.58 | 164.58 | 164.58 | 167.18 | 169.77 |

Schedule II-C-1

BASE YEAR 2000 - 01 Summer Curriculum Writing Schedule
3.00%

| Step | B+00 | B+10 | B+15 | B+20 | B+30 | B+60 | M+00 | M+10 | M+15 | M+20 | M+30 | M+40 | M+45 | M+50 | M+60 | M+75 Doctorate |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------------------|
| 01 | 95.46 | 95.46 | 95.46 | 95.46 | 100.54 | 108.06 | 105.54 | 105.54 | 108.80 | 108.06 | 113.06 | 113.06 | 114.33 | 115.59 | 115.59 | 118.10 |
| 02 | 95.46 | 98.00 | 98.00 | 98.00 | 103.03 | 110.55 | 108.06 | 108.06 | 108.06 | 108.06 | 113.06 | 115.59 | 115.59 | 115.59 | 118.10 | 120.61 |
| 03 | 98.00 | 100.54 | 100.54 | 100.54 | 105.54 | 113.06 | 108.06 | 110.55 | 110.55 | 110.55 | 115.59 | 118.10 | 118.10 | 118.10 | 120.61 | 123.15 |
| 04 | 100.54 | 100.54 | 101.78 | 103.03 | 108.06 | 115.59 | 110.55 | 113.06 | 113.06 | 113.06 | 118.10 | 118.10 | 119.35 | 120.61 | 123.15 | 125.63 |
| 05 | 103.03 | 103.03 | 104.28 | 105.54 | 110.55 | 118.10 | 113.06 | 113.06 | 114.33 | 115.59 | 120.61 | 120.61 | 121.88 | 123.15 | 123.15 | 125.63 |
| 06 | 103.03 | 105.54 | 105.54 | 105.54 | 110.55 | 118.10 | 115.59 | 115.59 | 115.59 | 115.59 | 123.15 | 123.15 | 123.15 | 123.15 | 125.63 | 128.13 |
| 07 | 105.54 | 108.06 | 108.06 | 108.06 | 113.06 | 120.61 | 115.59 | 118.10 | 118.10 | 118.10 | 123.15 | 125.63 | 125.63 | 125.63 | 128.13 | 130.65 |
| 08 | 108.06 | 108.06 | 109.31 | 110.55 | 115.59 | 123.15 | 118.10 | 120.61 | 120.61 | 120.61 | 125.63 | 128.13 | 128.13 | 128.13 | 130.65 | 133.17 |
| 09 | 110.55 | 110.55 | 111.81 | 113.06 | 118.10 | 125.63 | 120.61 | 123.15 | 123.15 | 123.15 | 128.13 | 128.13 | 129.39 | 130.65 | 133.17 | 135.70 |
| 10 | 113.06 | 113.06 | 113.06 | 113.06 | 118.10 | 128.13 | 123.15 | 123.15 | 124.38 | 125.63 | 130.65 | 130.65 | 131.91 | 133.17 | 133.17 | 135.70 |
| 11 | 113.06 | 115.59 | 115.59 | 115.59 | 120.61 | 128.13 | 125.63 | 125.63 | 126.89 | 128.13 | 133.17 | 133.17 | 133.17 | 133.17 | 135.70 | 138.22 |
| 12 | 115.59 | 115.59 | 116.84 | 118.10 | 123.15 | 130.65 | 128.13 | 128.13 | 128.13 | 128.13 | 135.70 | 135.70 | 135.70 | 135.70 | 138.22 | 140.71 |
| 13 | 118.10 | 118.10 | 119.35 | 120.61 | 125.63 | 133.17 | 128.13 | 130.65 | 130.65 | 130.65 | 135.70 | 138.22 | 138.22 | 138.22 | 140.71 | 143.24 |
| 14 | 120.61 | 120.61 | 120.61 | 120.61 | 125.63 | 135.70 | 130.65 | 133.17 | 133.17 | 133.17 | 138.22 | 138.22 | 139.46 | 140.71 | 143.24 | 145.73 |
| 15 | 120.61 | 123.15 | 123.15 | 123.15 | 128.13 | 138.22 | 133.17 | 133.17 | 134.44 | 135.70 | 140.71 | 140.71 | 141.98 | 143.24 | 145.73 | 145.73 |
| 16 | 123.15 | 125.63 | 125.63 | 125.63 | 130.65 | 138.22 | 135.70 | 135.70 | 136.96 | 138.22 | 143.24 | 143.24 | 144.48 | 145.73 | 145.73 | 148.22 |
| 17 | 125.63 | 125.63 | 126.89 | 128.13 | 133.17 | 140.71 | 138.22 | 138.22 | 138.22 | 138.22 | 145.73 | 145.73 | 145.73 | 145.73 | 148.22 | 150.78 |
| 18 | 128.13 | 128.13 | 128.13 | 128.13 | 135.70 | 143.24 | 138.22 | 140.71 | 140.71 | 140.71 | 145.73 | 148.22 | 148.22 | 148.22 | 150.78 | 153.28 |
| 19 | 130.65 | 130.65 | 130.65 | 130.65 | 135.70 | 145.73 | 140.71 | 143.24 | 143.24 | 143.24 | 148.22 | 150.78 | 150.78 | 150.78 | 153.28 | 155.80 |
| 20 | 130.65 | 133.17 | 133.17 | 133.17 | 138.22 | 148.22 | 143.24 | 145.73 | 145.73 | 145.73 | 150.78 | 153.28 | 153.28 | 153.28 | 155.80 | 158.31 |
| 21 | 133.17 | 133.17 | 133.17 | 133.17 | 140.71 | 150.78 | 145.73 | 148.22 | 148.22 | 148.22 | 153.28 | 155.80 | 155.80 | 155.80 | 158.31 | 160.82 |
| 22 | 133.17 | 135.70 | 135.70 | 135.70 | 140.71 | 153.28 | 148.22 | 150.78 | 150.78 | 150.78 | 155.80 | 158.31 | 158.31 | 158.31 | 160.82 | 163.31 |

Schedule II-C-2

YEAR ONE 2001 - 02 Summer Curriculum Writing Schedule

3.25%

| Step | B+00 | Compressed B+10 | B+15 | Compressed B+20 | B+30 | Compressed B+60 | M+00 | Compressed M+10 | M+15 | Compressed M+20 | M+30 | Compressed M+40 | M+45 | Compressed M+50 | M+60 | M+75 Doctorate |
|------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|-------------------|
| 01 | 98.56 | 98.56 | 98.56 | 98.56 | 103.80 | 111.57 | 108.97 | 108.97 | 110.27 | 111.57 | 116.73 | 116.73 | 118.04 | 119.34 | 119.34 | 121.94 |
| 02 | 98.56 | 101.19 | 101.19 | 101.19 | 106.37 | 114.14 | 111.57 | 111.57 | 111.57 | 111.57 | 116.73 | 119.34 | 119.34 | 119.34 | 121.94 | 124.53 |
| 03 | 101.19 | 103.80 | 103.80 | 103.80 | 108.97 | 116.73 | 111.57 | 114.14 | 114.14 | 114.14 | 119.34 | 121.94 | 121.94 | 121.94 | 124.53 | 127.15 |
| 04 | 103.80 | 103.80 | 105.09 | 106.37 | 111.57 | 119.34 | 114.14 | 116.73 | 116.73 | 116.73 | 121.94 | 121.94 | 123.23 | 124.53 | 127.15 | 129.71 |
| 05 | 106.37 | 106.37 | 107.67 | 108.97 | 114.14 | 121.94 | 116.73 | 116.73 | 118.04 | 119.34 | 124.53 | 124.53 | 125.84 | 127.15 | 127.15 | 129.71 |
| 06 | 106.37 | 108.97 | 108.97 | 108.97 | 114.14 | 121.94 | 119.34 | 119.34 | 119.34 | 119.34 | 127.15 | 127.15 | 127.15 | 127.15 | 129.71 | 132.30 |
| 07 | 108.97 | 111.57 | 111.57 | 111.57 | 116.73 | 124.53 | 119.34 | 121.94 | 121.94 | 121.94 | 127.15 | 129.71 | 129.71 | 129.71 | 132.30 | 134.90 |
| 08 | 111.57 | 111.57 | 112.86 | 114.14 | 119.34 | 127.15 | 121.94 | 124.53 | 124.53 | 124.53 | 129.71 | 132.30 | 132.30 | 132.30 | 134.90 | 137.50 |
| 09 | 114.14 | 114.14 | 115.44 | 116.73 | 121.94 | 129.71 | 124.53 | 127.15 | 127.15 | 127.15 | 132.30 | 132.30 | 133.60 | 134.90 | 137.50 | 140.11 |
| 10 | 116.73 | 116.73 | 116.73 | 116.73 | 121.94 | 132.30 | 127.15 | 127.15 | 128.43 | 129.71 | 134.90 | 134.90 | 136.20 | 137.50 | 137.50 | 140.11 |
| 11 | 116.73 | 119.34 | 119.34 | 119.34 | 124.53 | 132.30 | 129.71 | 129.71 | 131.01 | 132.30 | 137.50 | 137.50 | 137.50 | 137.50 | 140.11 | 142.71 |
| 12 | 119.34 | 119.34 | 120.64 | 121.94 | 127.15 | 134.90 | 132.30 | 132.30 | 132.30 | 132.30 | 140.11 | 140.11 | 140.11 | 140.11 | 142.71 | 145.28 |
| 13 | 121.94 | 121.94 | 123.23 | 124.53 | 129.71 | 137.50 | 132.30 | 134.90 | 134.90 | 134.90 | 140.11 | 142.71 | 142.71 | 142.71 | 145.28 | 147.89 |
| 14 | 124.53 | 124.53 | 124.53 | 124.53 | 129.71 | 140.11 | 134.90 | 137.50 | 137.50 | 137.50 | 142.71 | 142.71 | 143.99 | 145.28 | 147.89 | 150.46 |
| 15 | 124.53 | 127.15 | 127.15 | 127.15 | 132.30 | 142.71 | 137.50 | 137.50 | 138.81 | 140.11 | 145.28 | 145.28 | 146.59 | 147.89 | 150.46 | 150.46 |
| 16 | 127.15 | 129.71 | 129.71 | 129.71 | 134.90 | 142.71 | 140.11 | 140.11 | 141.41 | 142.71 | 147.89 | 147.89 | 149.18 | 150.46 | 150.46 | 153.04 |
| 17 | 129.71 | 129.71 | 131.01 | 132.30 | 137.50 | 145.28 | 142.71 | 142.71 | 142.71 | 142.71 | 150.46 | 150.46 | 150.46 | 150.46 | 153.04 | 155.68 |
| 18 | 132.30 | 132.30 | 132.30 | 132.30 | 140.11 | 147.89 | 142.71 | 145.28 | 145.28 | 145.28 | 150.46 | 153.04 | 153.04 | 153.04 | 155.68 | 158.26 |
| 19 | 134.90 | 134.90 | 134.90 | 134.90 | 140.11 | 150.46 | 145.28 | 147.89 | 147.89 | 147.89 | 153.04 | 155.68 | 155.68 | 155.68 | 158.26 | 160.86 |
| 20 | 134.90 | 137.50 | 137.50 | 137.50 | 142.71 | 153.04 | 147.89 | 150.46 | 150.46 | 150.46 | 155.68 | 158.26 | 158.26 | 158.26 | 160.86 | 163.46 |
| 21 | 137.50 | 137.50 | 137.50 | 137.50 | 145.28 | 155.68 | 150.46 | 153.04 | 153.04 | 153.04 | 158.26 | 160.86 | 160.86 | 160.86 | 163.46 | 166.05 |
| 22 | 137.50 | 140.11 | 140.11 | 140.11 | 145.28 | 158.26 | 153.04 | 155.68 | 155.68 | 155.68 | 160.86 | 163.46 | 163.46 | 163.46 | 166.05 | 168.62 |

Schedule II-C-3

YEAR TWO 2002 - 03 Summer Curriculum Writing Schedule
3.30%

| Step | B+00 | Compressed B+10 | B+15 | Compressed B+20 | B+30 | Compressed B+60 | M+00 | Compressed M+10 | M+15 | Compressed M+20 | M+30 | Compressed M+40 | M+45 | Compressed M+50 | M+60 | M+75 ⁶ Doctorate |
|------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------------------|
| 01 | 101.82 | 101.82 | 101.82 | 101.82 | 107.23 | 115.25 | 112.57 | 112.57 | 113.91 | 115.25 | 120.58 | 120.58 | 121.94 | 123.28 | 123.28 | 125.97 |
| 02 | 101.82 | 104.53 | 104.53 | 104.53 | 109.88 | 117.91 | 115.25 | 115.25 | 115.25 | 115.25 | 120.58 | 123.28 | 123.28 | 123.28 | 125.97 | 128.64 |
| 03 | 104.53 | 107.23 | 107.23 | 107.23 | 112.57 | 120.58 | 115.25 | 117.91 | 117.91 | 117.91 | 123.28 | 125.97 | 125.97 | 125.97 | 128.64 | 131.35 |
| 04 | 107.23 | 107.23 | 108.56 | 109.88 | 115.25 | 123.28 | 117.91 | 120.58 | 120.58 | 120.58 | 125.97 | 125.97 | 127.29 | 128.64 | 131.35 | 133.99 |
| 05 | 109.88 | 109.88 | 111.23 | 112.57 | 117.91 | 125.97 | 120.58 | 120.58 | 121.94 | 123.28 | 128.64 | 128.64 | 129.99 | 131.35 | 131.35 | 133.99 |
| 06 | 109.88 | 112.57 | 112.57 | 112.57 | 117.91 | 125.97 | 123.28 | 123.28 | 123.28 | 123.28 | 131.35 | 131.35 | 131.35 | 131.35 | 133.99 | 136.66 |
| 07 | 112.57 | 115.25 | 115.25 | 115.25 | 120.58 | 128.64 | 123.28 | 125.97 | 125.97 | 125.97 | 131.35 | 133.99 | 133.99 | 133.99 | 136.66 | 139.35 |
| 08 | 115.25 | 115.25 | 116.58 | 117.91 | 123.28 | 131.35 | 125.97 | 128.64 | 128.64 | 128.64 | 133.99 | 136.66 | 136.66 | 136.66 | 139.35 | 142.03 |
| 09 | 117.91 | 117.91 | 119.25 | 120.58 | 125.97 | 133.99 | 128.64 | 131.35 | 131.35 | 131.35 | 136.66 | 136.66 | 138.01 | 139.35 | 142.03 | 144.73 |
| 10 | 120.58 | 120.58 | 120.58 | 120.58 | 125.97 | 136.66 | 131.35 | 131.35 | 132.66 | 133.99 | 139.35 | 139.35 | 140.69 | 142.03 | 142.03 | 144.73 |
| 11 | 120.58 | 123.28 | 123.28 | 123.28 | 128.64 | 136.66 | 133.99 | 133.99 | 135.34 | 136.66 | 142.03 | 142.03 | 142.03 | 142.03 | 144.73 | 147.42 |
| 12 | 123.28 | 123.28 | 124.62 | 125.97 | 131.35 | 139.35 | 136.66 | 136.66 | 136.66 | 136.66 | 144.73 | 144.73 | 144.73 | 144.73 | 147.42 | 150.07 |
| 13 | 125.97 | 125.97 | 127.29 | 128.64 | 133.99 | 142.03 | 136.66 | 139.35 | 139.35 | 139.35 | 144.73 | 147.42 | 147.42 | 147.42 | 150.07 | 152.77 |
| 14 | 128.64 | 128.64 | 128.64 | 128.64 | 133.99 | 144.73 | 139.35 | 142.03 | 142.03 | 142.03 | 147.42 | 147.42 | 148.75 | 150.07 | 152.77 | 155.43 |
| 15 | 128.64 | 131.35 | 131.35 | 131.35 | 136.66 | 147.42 | 142.03 | 142.03 | 143.39 | 144.73 | 150.07 | 150.07 | 151.43 | 152.77 | 155.43 | 155.43 |
| 16 | 131.35 | 133.99 | 133.99 | 133.99 | 139.35 | 147.42 | 144.73 | 144.73 | 146.07 | 147.42 | 152.77 | 152.77 | 154.10 | 155.43 | 155.43 | 158.09 |
| 17 | 133.99 | 133.99 | 135.34 | 136.66 | 142.03 | 150.07 | 147.42 | 147.42 | 147.42 | 147.42 | 155.43 | 155.43 | 155.43 | 155.43 | 158.09 | 160.81 |
| 18 | 136.66 | 136.66 | 136.66 | 136.66 | 144.73 | 152.77 | 147.42 | 150.07 | 150.07 | 150.07 | 155.43 | 158.09 | 158.09 | 158.09 | 160.81 | 163.48 |
| 19 | 139.35 | 139.35 | 139.35 | 139.35 | 144.73 | 155.43 | 150.07 | 152.77 | 152.77 | 152.77 | 158.09 | 160.81 | 160.81 | 160.81 | 163.48 | 166.17 |
| 20 | 139.35 | 142.03 | 142.03 | 142.03 | 147.42 | 158.09 | 152.77 | 155.43 | 155.43 | 155.43 | 160.81 | 163.48 | 163.48 | 163.48 | 166.17 | 168.85 |
| 21 | 142.03 | 142.03 | 142.03 | 142.03 | 150.07 | 160.81 | 155.43 | 158.09 | 158.09 | 158.09 | 163.48 | 166.17 | 166.17 | 166.17 | 168.85 | 171.53 |
| 22 | 142.03 | 144.73 | 144.73 | 144.73 | 150.07 | 163.48 | 158.09 | 160.81 | 160.81 | 160.81 | 166.17 | 168.85 | 168.85 | 168.85 | 171.53 | 174.18 |

Schedule II-C-4

YEAR THREE 2003 - 04 Summer Curriculum Writing Schedule
3.50%

| Step | B+00 | Compressed B+10 | B+15 | Compressed B+20 | B+30 | Compressed B+60 | M+00 | Compressed M+10 | M+15 | Compressed M+20 | M+30 | Compressed M+40 | M+45 | Compressed M+50 | M+60 | M+75 Doctorate |
|------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|-------------------|
| 01 | 105.38 | 105.38 | 105.38 | 105.38 | 110.98 | 119.29 | 116.51 | 116.51 | 117.90 | 119.29 | 124.80 | 124.80 | 126.21 | 127.60 | 127.60 | 130.37 |
| 02 | 105.38 | 108.19 | 108.19 | 108.19 | 113.73 | 122.04 | 119.29 | 119.29 | 119.29 | 119.29 | 124.80 | 127.60 | 127.60 | 127.60 | 130.37 | 133.14 |
| 03 | 108.19 | 110.98 | 110.98 | 110.98 | 116.51 | 124.80 | 119.29 | 122.04 | 122.04 | 122.04 | 127.60 | 130.37 | 130.37 | 130.37 | 133.14 | 135.95 |
| 04 | 110.98 | 110.98 | 112.36 | 113.73 | 119.29 | 127.60 | 122.04 | 124.80 | 124.80 | 124.80 | 130.37 | 130.37 | 131.75 | 133.14 | 135.95 | 138.68 |
| 05 | 113.73 | 113.73 | 115.12 | 116.51 | 122.04 | 130.37 | 124.80 | 124.80 | 126.21 | 127.60 | 133.14 | 133.14 | 134.54 | 135.95 | 135.95 | 138.68 |
| 06 | 113.73 | 116.51 | 116.51 | 116.51 | 122.04 | 130.37 | 127.60 | 127.60 | 127.60 | 127.60 | 135.95 | 135.95 | 135.95 | 135.95 | 138.68 | 141.45 |
| 07 | 116.51 | 119.29 | 119.29 | 119.29 | 124.80 | 133.14 | 127.60 | 130.37 | 130.37 | 130.37 | 135.95 | 138.68 | 138.68 | 138.68 | 141.45 | 144.23 |
| 08 | 119.29 | 119.29 | 120.66 | 122.04 | 127.60 | 135.95 | 130.37 | 133.14 | 133.14 | 133.14 | 138.68 | 141.45 | 141.45 | 141.45 | 144.23 | 147.00 |
| 09 | 122.04 | 122.04 | 123.43 | 124.80 | 130.37 | 138.68 | 133.14 | 135.95 | 135.95 | 135.95 | 141.45 | 141.45 | 142.84 | 144.23 | 147.00 | 149.80 |
| 10 | 124.80 | 124.80 | 124.80 | 124.80 | 130.37 | 141.45 | 135.95 | 135.95 | 137.31 | 138.68 | 144.23 | 144.23 | 145.62 | 147.00 | 147.00 | 149.80 |
| 11 | 124.80 | 127.60 | 127.60 | 127.60 | 133.14 | 141.45 | 138.68 | 138.68 | 140.07 | 141.45 | 147.00 | 147.00 | 147.00 | 147.00 | 149.80 | 152.58 |
| 12 | 127.60 | 127.60 | 128.99 | 130.37 | 135.95 | 144.23 | 141.45 | 141.45 | 141.45 | 141.45 | 149.80 | 149.80 | 149.80 | 149.80 | 152.58 | 155.33 |
| 13 | 130.37 | 130.37 | 131.75 | 133.14 | 138.68 | 147.00 | 141.45 | 144.23 | 144.23 | 144.23 | 149.80 | 152.58 | 152.58 | 152.58 | 155.33 | 158.12 |
| 14 | 133.14 | 133.14 | 133.14 | 133.14 | 138.68 | 149.80 | 144.23 | 147.00 | 147.00 | 147.00 | 152.58 | 152.58 | 153.95 | 155.33 | 158.12 | 160.87 |
| 15 | 133.14 | 135.95 | 135.95 | 135.95 | 141.45 | 152.58 | 147.00 | 147.00 | 148.41 | 149.80 | 155.33 | 155.33 | 156.73 | 158.12 | 160.87 | 160.87 |
| 16 | 135.95 | 138.68 | 138.68 | 138.68 | 144.23 | 152.58 | 149.80 | 149.80 | 151.19 | 152.58 | 158.12 | 158.12 | 159.49 | 160.87 | 160.87 | 163.62 |
| 17 | 138.68 | 138.68 | 140.07 | 141.45 | 147.00 | 155.33 | 152.58 | 152.58 | 152.58 | 152.58 | 160.87 | 160.87 | 160.87 | 160.87 | 163.62 | 166.44 |
| 18 | 141.45 | 141.45 | 141.45 | 141.45 | 149.80 | 158.12 | 152.58 | 155.33 | 155.33 | 155.33 | 160.87 | 163.62 | 163.62 | 163.62 | 166.44 | 169.21 |
| 19 | 144.23 | 144.23 | 144.23 | 144.23 | 149.80 | 160.87 | 155.33 | 158.12 | 158.12 | 158.12 | 163.62 | 166.44 | 166.44 | 166.44 | 169.21 | 171.99 |
| 20 | 144.23 | 147.00 | 147.00 | 147.00 | 152.58 | 163.62 | 158.12 | 160.87 | 160.87 | 160.87 | 166.44 | 169.21 | 169.21 | 169.21 | 171.99 | 174.76 |
| 21 | 147.00 | 147.00 | 147.00 | 147.00 | 155.33 | 166.44 | 160.87 | 163.62 | 163.62 | 163.62 | 169.21 | 171.99 | 171.99 | 171.99 | 174.76 | 177.53 |
| 22 | 147.00 | 149.80 | 149.80 | 149.80 | 155.33 | 169.21 | 163.62 | 166.44 | 166.44 | 166.44 | 171.99 | 174.76 | 174.76 | 174.76 | 177.53 | 180.28 |

Schedule II-C-5

YEAR FOUR 2004 - 05 Summer Curriculum Writing Schedule
3.50%

| Step | B+00 | Compressed B+10 | B+15 | Compressed B+20 | B+30 | Compressed B+60 | M+00 | Compressed M+10 | M+15 | Compressed M+20 | M+30 | Compressed M+40 | M+45 | Compressed M+50 | M+60 | M+75 Doctorate |
|------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|--------------------|--------|-------------------|
| 01 | 109.07 | 109.07 | 109.07 | 109.07 | 114.87 | 123.46 | 120.59 | 120.59 | 122.03 | 123.46 | 129.17 | 129.17 | 130.62 | 132.06 | 132.06 | 134.94 |
| 02 | 109.07 | 111.97 | 111.97 | 111.97 | 117.71 | 126.31 | 123.46 | 123.46 | 123.46 | 123.46 | 129.17 | 132.06 | 132.06 | 132.06 | 134.94 | 137.80 |
| 03 | 111.97 | 114.87 | 114.87 | 114.87 | 120.59 | 129.17 | 123.46 | 126.31 | 126.31 | 126.31 | 132.06 | 134.94 | 134.94 | 134.94 | 137.80 | 140.71 |
| 04 | 114.87 | 114.87 | 116.29 | 117.71 | 123.46 | 132.06 | 126.31 | 129.17 | 129.17 | 129.17 | 134.94 | 134.94 | 136.36 | 137.80 | 140.71 | 143.54 |
| 05 | 117.71 | 117.71 | 119.15 | 120.59 | 126.31 | 134.94 | 129.17 | 129.17 | 130.62 | 132.06 | 137.80 | 137.80 | 139.25 | 140.71 | 140.71 | 143.54 |
| 06 | 117.71 | 120.59 | 120.59 | 120.59 | 126.31 | 134.94 | 132.06 | 132.06 | 132.06 | 132.06 | 140.71 | 140.71 | 140.71 | 140.71 | 143.54 | 146.40 |
| 07 | 120.59 | 123.46 | 123.46 | 123.46 | 129.17 | 137.80 | 132.06 | 134.94 | 134.94 | 134.94 | 140.71 | 143.54 | 143.54 | 143.54 | 146.40 | 149.27 |
| 08 | 123.46 | 123.46 | 124.89 | 126.31 | 132.06 | 140.71 | 134.94 | 137.80 | 137.80 | 137.80 | 143.54 | 146.40 | 146.40 | 146.40 | 149.27 | 152.15 |
| 09 | 126.31 | 126.31 | 127.75 | 129.17 | 134.94 | 143.54 | 137.80 | 140.71 | 140.71 | 140.71 | 146.40 | 146.40 | 147.84 | 149.27 | 152.15 | 155.04 |
| 10 | 129.17 | 129.17 | 129.17 | 129.17 | 134.94 | 146.40 | 140.71 | 140.71 | 142.11 | 143.54 | 149.27 | 149.27 | 150.71 | 152.15 | 152.15 | 155.04 |
| 11 | 129.17 | 132.06 | 132.06 | 132.06 | 137.80 | 146.40 | 143.54 | 143.54 | 144.97 | 146.40 | 152.15 | 152.15 | 152.15 | 152.15 | 155.04 | 157.92 |
| 12 | 132.06 | 132.06 | 133.50 | 134.94 | 140.71 | 149.27 | 146.40 | 146.40 | 146.40 | 146.40 | 155.04 | 155.04 | 155.04 | 155.04 | 157.92 | 160.76 |
| 13 | 134.94 | 134.94 | 136.36 | 137.80 | 143.54 | 152.15 | 146.40 | 149.27 | 149.27 | 149.27 | 155.04 | 157.92 | 157.92 | 157.92 | 160.76 | 163.65 |
| 14 | 137.80 | 137.80 | 137.80 | 137.80 | 143.54 | 155.04 | 149.27 | 152.15 | 152.15 | 152.15 | 157.92 | 157.92 | 159.34 | 160.76 | 163.65 | 166.50 |
| 15 | 137.80 | 140.71 | 140.71 | 140.71 | 146.40 | 157.92 | 152.15 | 152.15 | 153.60 | 155.04 | 160.76 | 160.76 | 162.22 | 163.65 | 166.50 | 166.50 |
| 16 | 140.71 | 143.54 | 143.54 | 143.54 | 149.27 | 157.92 | 155.04 | 155.04 | 156.48 | 157.92 | 163.65 | 163.65 | 165.08 | 166.50 | 166.50 | 169.35 |
| 17 | 143.54 | 143.54 | 144.97 | 146.40 | 152.15 | 160.76 | 157.92 | 157.92 | 157.92 | 157.92 | 166.50 | 166.50 | 166.50 | 166.50 | 169.35 | 172.27 |
| 18 | 146.40 | 146.40 | 146.40 | 146.40 | 155.04 | 163.65 | 157.92 | 160.76 | 160.76 | 160.76 | 166.50 | 169.35 | 169.35 | 169.35 | 172.27 | 175.13 |
| 19 | 149.27 | 149.27 | 149.27 | 149.27 | 155.04 | 166.50 | 160.76 | 163.65 | 163.65 | 163.65 | 169.35 | 172.27 | 172.27 | 172.27 | 175.13 | 178.00 |
| 20 | 149.27 | 152.15 | 152.15 | 152.15 | 157.92 | 169.35 | 163.65 | 166.50 | 166.50 | 166.50 | 172.27 | 175.13 | 175.13 | 175.13 | 178.00 | 180.88 |
| 21 | 152.15 | 152.15 | 152.15 | 152.15 | 160.76 | 172.27 | 166.50 | 169.35 | 169.35 | 169.35 | 175.13 | 178.00 | 178.00 | 178.00 | 180.88 | 183.74 |
| 22 | 152.15 | 155.04 | 155.04 | 155.04 | 160.76 | 175.13 | 169.35 | 172.27 | 172.27 | 172.27 | 178.00 | 180.88 | 180.88 | 180.88 | 183.74 | 186.59 |

Schedule IID - Extra-Curricular and Coaching Compensation Provision

I. A. Purpose

In an attempt to create a rational and fair pay scale for extracurricular activities, payment shall be made on a "unit" basis.

B. Approach

A unit shall represent the factors of time expended, size of membership, effort required of the teacher, and complexity of the activity. Since this cannot be exactly weighted in each case, a basic unit (as defined below) is the minimum requirement. All activities have been weighted in light of the definition.

II. Basic Procedures

- A. The total number and nature of extracurricular activities and coaching assignments shall be determined by the Board of Education.
- B. Appointments shall be made for one year for activities; one season for coaching assignments.
- C. Staff members who perform satisfactorily shall be reappointed upon submission of written response to a notice of availability provided May 1 for the same position in the subsequent year, such response to be submitted June 1. Notice of available vacant positions shall be posted June 15 with response required prior to the close of the school year. Criteria for co-curricular and coaching performance evaluations shall be mutually determined by a joint committee of three staff members selected by the FFT and three administrators.
- D.
 - 1. Subsequent adjustments of the weighting of payment (allocation of units) shall be determined by the Superintendent upon the recommendation of the Principal and/or Athletic Director, following consultation with the individual staff members. A representative of the FFT may participate in these consultations.
 - 2. Requests for review of weighting of payment may be made by January 15 for compensation adjustment for the subsequent year and by December 15 for the second half of a given year.
 - 3. An annual written review of the weighting of each activity or coaching assignment shall be conducted by the Principal and/or Director of Athletics before final budget deliberation and submitted to the Superintendent by January 31. Copies of this review will be provided to the FFT.
 - 4. A list of positions and their weighting shall be published March 15 each year.
- E. The dollar value of the basic unit is subject to negotiation between the school Board and the FFT and shall be set at \$476.18 per unit for 2000-01, \$491.66 per unit for 2001-02, \$507.88 per unit for 2002-03, \$525.66 per unit for 2003-04, and \$544.05 per unit for 2004-05

III. "Unit" Requirements for Extracurricular Activities

- A. A "basic unit" for pay purposes shall require that the activity:
 - 1. Be approved by administration. Recommendations for new activities may be made by staff to principals.

2. Have a minimum student membership of at least fifteen (15) unless waived by the principal.
3. Meet for a minimum of fifteen (15) sessions of approximately one hour for a full year assignment on a schedule that has the prior approval of the principal.
4. Be either an extension of a curricular discipline, (e.g., but not limited to, Spanish Club, Science Club, Math Club, History Club) or be a service-oriented activity (e.g., but not limited to, Interact, Key Club, Boy's or Girls' Varsity Leaders Club) or cultural recreational (e.g., but not limited to, Theater Club, Drama).
5. Require of the advisor a knowledge of the activity and a responsibility to lead and direct students in the activity.
6. Maintain the activity's goals and sustain the activity for the course of the entire school year or season.

B. Units assigned an activity are based on the above stated minimum plus:

1. Additional time required for meetings, activities, etc.
2. Larger memberships.
3. Difficulty and special conditions.

IV. "Unit" Requirements for Coaching Assignments:

- A. Such unit recommendations for coaching shall be documented by the use of the attached Coaching Assignment Analysis Sheet,
- B. Units will be applied to those sports recognized as interscholastic sports and approved by the Farmingdale Board of Education for inclusion in the program.
- C. Units will be applied to an intramural sport, recommended by the principal and approved by the Director of Athletics, which shall meet fifteen (15) sessions of 1.5 hours each or its equivalent if approved by the Director of Athletics.

V. Exclusions

Activity supervision, chaperoning, and sports supervision assignments shall be assigned and compensated on an hourly basis and not on a "unit" basis pursuant to contract with the FFT.

Notes re Method of Payment

Salaries of coaches shall be paid monthly, as earned, by separate check and shall not be added to the bi-weekly salary.

All other extracurricular activities shall be paid by two equal payments - one in February and one in June. They shall be paid by separate checks and this sum shall not be added to the gross bi-weekly salary of the employee.

All other services performed by members of the bargaining unit that are not immediately related to their primary assignment shall be compensated monthly, as performed, by separate check and not added as part of the gross bi-weekly salary.

COACHING ASSIGNMENT ANALYSIS SHEET

COACHING POSITION _____

A. Practice hours/school days

No. of days _____ x hours/practice = _____

Practice hours/non school days

No. of days _____ x hours/practice x 1-1/2 = _____

Game time/school days

No. of games _____ x hours/game = _____

Game time/non-school days

No. of games _____ x hours/game x 1-1/2 = _____

Meetings (Coaches, planning, college reps.) = _____

Total No. of hours involved in the activity _____

For each 35 hours a one-unit value is assigned

Each Unit = \$ _____

B. No. of participants

For each group of 10 a .1 unit value is assigned up
to a maximum of .5 for 41 or more participants _____

C. Equipment involvement

A weighted value of .1 - .5 unit is assigned to each
activity as related to amount of equipment involved _____

D. Spectator/Reaction Pressure Factor

A weighted value of .1 - .5 unit value is assigned to
each activity _____

E. Environment/Injury Potential Factor

A weighted value of .1 - .5 unit is assigned as it
applies to each activity _____

TOTAL NO. OF UNITS FOR ACTIVITY _____

SCHEDULE III
1997-98

| <u>SCHOOL</u> | <u>SIGN-IN*</u> | <u>SIGN-OUT*</u> |
|--------------------------|-----------------|------------------|
| Farmingdale Senior High | 7:20 a.m. | 2:20 p.m. |
| Howitt School | 7:50 a.m. | 2:50 p.m. |
| Albany Avenue Elementary | 8:30 a.m. | 3:30 p.m. |
| Saltzman East Memorial | 8:15 a.m. | 3:15 p.m. |
| Northside | 8:30 a.m. | 3:30 p.m. |
| Woodward Parkway | 8:30 a.m. | 3:30 p.m. |

*Subject to Article IV, A-11, provisions (Page 8).

SCHEDULE IV

APPLICATION FOR APPROVAL OF PERSONAL DAY

Building _____ Date _____

I hereby request _____ personal day (s) to be used on

_____ for the following reason:

(State reason in full if not listed on reverse side. If listed on reverse side, indicate number of the category.)

The reason for absence is in accordance with the provisions of the Personal Days Policy of U.F.S.D. No. 22 as stated on the reverse side of this form.

(Signature)Approved: _____
PrincipalApproved: _____
Assistant Superintendent

APPROVED REASONS FOR PERSONAL LEAVE

1. Legal Matters: House closings, income tax hearings, adoption proceedings, court appearances for traffic violations, probating wills, obtaining licenses.
2. Funerals: Not of immediate relatives.
3. Ceremonies: Graduation of employee or child, day of wedding ceremony, participation in religious ceremonies such as confirmation, circumcision of child, honors and awards ceremonies involving an immediate member of the family.
4. Education: Required educational examinations, attending educational meetings not covered by professional trip regulations, required parental visits by parents to colleges, professional advancement.
5. Religious Observances: The employee may use personal days for religious holiday observances of his/her particular faith not covered in the regular school calendar.
6. Travel Time: Round-trip travel time of any of the above.

Any employee requesting approval of personal leave days must list the number of the category as the reason for the absence providing that the personal business is listed above as one of the approved reasons for such absence.

If the reason is not listed above, the teacher is to state the specific reason for review by the principal and Office of the Superintendent.

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|----------------------------------|--------------|----|
| Weighted Courses, Graduate | IV-F-9 | 15 |
| Withholding of Increase | XIX-D | 33 |
| Work Area | IV-E-2 | 14 |
| Work Beyond Calendar | IV-F-6 | 15 |
| Worker's Compensation | X | 20 |

